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1991
Wages and fringe
benefits in
Montana's private
sector by
occupational
classification

Montana



Wages AND
Fringe Benefits

Statewide
and
Regional
Information

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Wages and Fringe Benefits In Montana's Private Sector By Occupational Classification

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Published October 1991 by the
Montana Department of Labor and Industry

The Montana Department of Labor and Industry's Job Service Division maintains 23 local Job Service Offices in Montana. You are invited to call on any of them for assistance in filling positions in your organization, obtaining labor market information, and for receiving other services in connection with your employment needs.

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Wages and Fringe Benefits In Montana's Private Sector By Occupational Classification

Statewide and Regional Information

Published October 1991

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Introduction

Occupational wage and fringe benefit information is much sought after in Montana because of its usefulness in business, educational, and personal career planning:

- Montana employers use this information in determining the wages and benefits they offer their employees.
- Out-of-state firms want to know what they would need to pay employees if they were to locate in Montana.
- Educational planners find the information useful in planning curriculums.
- School counselors make use of it in career counseling.
- Individuals want to know how much they should expect to be paid within specific occupations.

This publication contains wage and fringe benefit information pertaining to private employers. (1) Wage information has been compiled for 10 regions within the state—as well as for the state as a whole. It is presented alphabetically by occupation within each of the 11 listings. (2) Fringe benefit information is statewide only.

Corresponding information reported by public employers will be included in a separate publication.

Please note:

- Non-agricultural wage rates contained in this publication meet alien certification criteria. However, wage rates are periodically updated, and a local Job Service office should be contacted for the most recent rate information before any wage rate is used for alien certification purposes.
- Wages in this publication are intended for information and planning purposes only, and are NOT to be used as prevailing wage rates. If you need prevailing wage rates for public works contracts, please contact personnel at:

The Employment Relations Division
Montana Department of Labor & Industry
P.O. Box 1728
Helena, MT 59624
(406) 444-5600

A sincere thank you is extended to: The many employers across Montana who took part in this survey; the Montana Department of Labor and Industry's Job Service Division; the Job Training Partnership Act (JTPA) program in Montana; the Montana State Occupational Information Coordinating Committee (SOICC); and all past-and-present Research and Analysis Bureau staff who helped with this massive, and at times overwhelming, project.

About the Survey

Statewide and Regional Data

A previous wage-and-fringe benefit publication published by the Montana Department of Labor and Industry's Research and Analysis Bureau in 1986 presented statewide-only data drawn from a stratified sample. This publication presents both statewide and area information, by occupation, collected from a 100-percent canvas of Montana's private employers covered by unemployment insurance. The only exceptions: 1.) Agricultural employers were not surveyed because selected agricultural wage rates are already provided through an agriculture wage survey conducted by the bureau. 2.) Construction employers were excluded because construction wages are determined through a prevailing wage survey, also conducted by the bureau.

(Please note: Wages included in this publication are intended for information and planning purposes only, and are not to be used as prevailing wage rates, which are wage rates that Montana law requires must be met or exceeded by employers with public works contracts. Official prevailing wage rates must be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices.)

Two-Part Survey

The survey measured wage-and-benefit information for the week of Sept. 12, 1990. It was made up of two parts:

1.) The wage part of the survey involved sending survey packets to employers listing most of the common occupations

found within employers' specific industries—along with blank survey forms for occupations that were not listed. Each employer was asked to list the number of employees within each occupation; the actual hourly wage, or salary, that each employee earned during the week of Sept. 12, 1990; the entry level wage paid for each occupation; and the number of hours worked in a normal work week. (See sample wage survey form on page 153.)

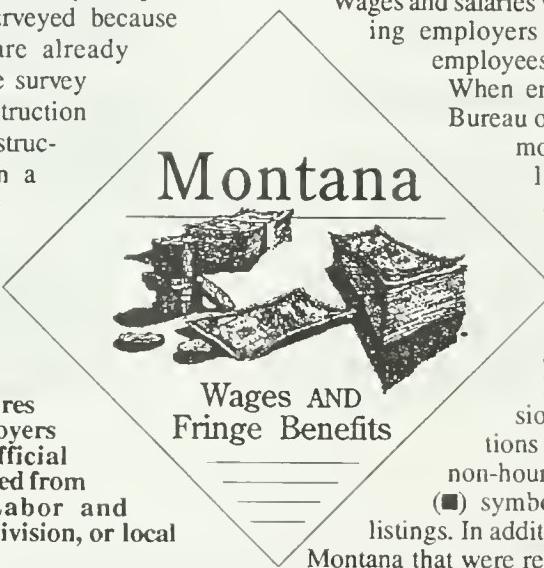
Wages and salaries were converted to hourly rates by reporting employers based on the number of hours that employees would normally work during the week.

When employers didn't make the conversions, Bureau of Research and Analysis staff converted monthly rates to an hourly rate by using 173.333 hours per month—and converted annual salaries to an hourly rate by using 2,080 hours per year. Wage conversion tables are included on pages 151 and 152 of this publication.

Some Montana workers, of course, receive pay that is not based on hours worked—but on sales commissions, per-unit production, etc. Occupations where workers are sometimes paid on a non-hourly basis are marked with a filled square (■) symbol in the statewide and regional wage listings.

In addition, wage rates for the 19 occupations in Montana that were reported most often paid on a non-hourly basis are described on page 7 of this publication.

2.) Benefits questionnaires asked employers about the benefits they provide to their employees. Employers were asked who pays the cost of benefits, how many hours are worked in a basic work week, criteria for awarding wage and salary increases, the frequency of salary adjustments, and the



number of weeks per year of paid vacation.(See sample fringe benefits survey form on page 154.)

Among the fringe benefits mentioned by surveyed employers were employee discounts ranging from 10 to 50 percent, profit sharing, free child care, maternity leaves for both males and females, and room and board. Employers said they gave Christmas bonuses of turkeys, gifts, gift certificates, and cash gifts ranging from \$25 to \$100. One organization gave bonuses at Christmas and in June.

Shift premiums ranged from 10 cents an hour to 50 cents an hour. Some employers gave shift premiums on Sundays or for night shifts.

When asked what wage and salary increases were based on, employers mentioned business climate, availability of funding, legislative fund appropriation, changes in minimum wage, and production incentives.

Survey Response

Over half of the employers responded to the survey statewide—and, of the 10 regions surveyed within the state, only one fell slightly below a 50-percent response rate.

Data Confidentiality

As with all other bureau surveys, information provided by employers was kept confidential. Consequently, some data was not published in order to protect the identity of individual employers. Data was considered to be non-publishable when:

- 1.) One firm had over 80 percent of the employment within an occupation;
- 2.) There were fewer than three firms reporting an occupation;
- 3.) Three firms reported an occupation, but fewer than four employees were employed within that particular occupation;
- 4.) Survey forms were not signed; or
- 5.) A firm requested that data not be published.

Comments and Suggestions Welcomed

The Department's 1986 wage-and-benefit survey publication included statewide-only information pertaining to 443 published occupations. This report includes statewide **and** regional information pertaining to 690 occupations.

As always, the Department's Research and Analysis Bureau welcomes questions, comments and suggestions from the public: For instance, do you like information about lots of occupations—or would you prefer fewer occupations surveyed in more detail? Do you like regional wage-and-benefit information—or would you be just as satisfied with statewide-only data? Is there wage-and-benefit information that you would like to see included in future publications? Do you have questions about information included in this publication? Please contact us at:

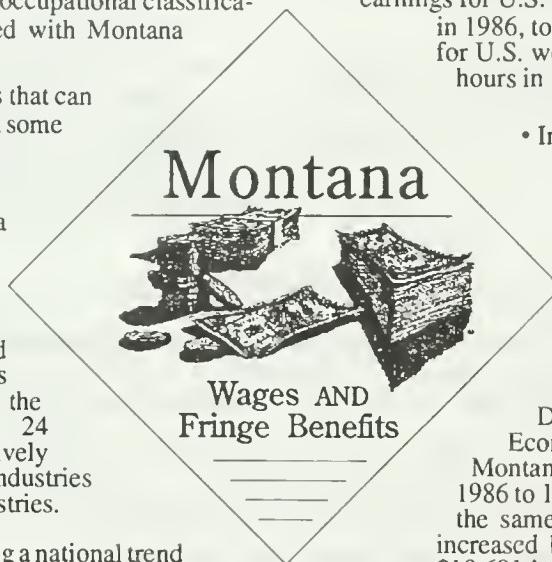
The Research and Analysis Bureau
Montana Department of Labor and Industry
P.O. Box 1728
Helena, MT 59624
Phone: (406) 444-2430

General Analysis of Survey Data

Wage and fringe benefit comparisons are difficult to make because surveys and studies rarely match up well enough to be compared on an equal basis. A 1986 state study, for instance, produced statewide-only data drawn from a stratified sample—and cannot accurately be compared with data published in this publication, which includes statewide and regional information collected from a more extensive survey of private employers in Montana. Likewise, national wage-and-benefit information has been derived from studies that do not align well enough in terms of methodology, occupational classifications and time frames to be compared with Montana wage-and-benefit information.

There are some general observations that can be made, however, that seem to support some national labor market trends:

- Montana appears to be following a national economic trend of employment growth in service-producing industries. The 24 occupations with the most reported workers accounted for 51 percent of all the workers reported by employers during the 1990 survey—and all of the 24 occupations are almost exclusively found in service-producing industries rather than goods-producing industries.
- Montana also seems to be following a national trend toward more part-time employment. Although a statistically valid comparison cannot be made between the two wage-and-benefit surveys, private employers reported significantly more employment in workweeks of fewer than 40 hours in 1990 than in 1986. This appears to be supported by data from the monthly Current Employment Statistics survey of private, non-agricultural



production workers conducted by the Research and Analysis Bureau. From 1986 to 1991, average hourly earnings for Montanans increased—while the average hours worked during each week declined slightly. Specifically, average hourly earnings for Montana workers increased by 47 cents from \$8.72 in 1986, to \$9.19 in 1990. Average weekly hours worked by Montanans declined by 0.9 hours from 33.5 hours in 1986, to 32.6 hours in 1990. Comparable national Current Employment Statistics data shows that average hourly earnings for U.S. workers increased by \$1.26 from \$8.76 in 1986, to \$10.02 in 1990. Average weekly hours for U.S. workers declined by 0.3 hours from 34.8 hours in 1986, to 34.5 hours in 1990.

- In addition, although per capita income levels are lower in Montana than in the nation as a whole, it appears that recent per capita income gains for the state are comparable with national gains.

Because it is not possible to definitively compare data from different wage surveys, per capita personal income information is sometimes used to get a feel for Montana's wage picture. U.S. Department of Commerce Bureau of Economic Analysis data shows that Montana per capita income rose by \$3,489 from 1986 to 1990—from \$11,781 to \$15,270. During the same time period, U.S. per capita income increased by \$4,037—from \$14,654 in 1986, to \$18,691 in 1990.

Of course, inflation and changing tax structures have an important impact on both Current Employment Statistics and Bureau of Economic Analysis wage and income data, and must be taken into consideration when making any wage or income comparisons.

Interpretation of Wage Data

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(851.383-010)	IRRIGATION SYSTEM INSTALLER	10	6.88	7.00	5.00 - 9.00	NA	NA NA
(382.664-010) ● JANITOR		1,194	5.11	5.00	4.25 - 5.38	4.92	1.44 - 13.52
(381.137-010) ● JANITORIAL SERVICES SUPERVISOR		32	6.88	6.25	5.05 - 7.87	8.25	4.50 - 11.93
(700.281-0101 JEWELER		10	6.89	6.42	6.00 - 7.75	5.10	4.00 - 6.00

Listed Alphabetically by Occupation

For the convenience of those using this publication, occupations are listed alphabetically within the statewide and 10 regional sections.

Information from Left to Right

Information presented from left to right includes:

D.O.T. Code: An occupational code from the U.S. Department of Labor's *Dictionary of Occupational Titles*, which lists job descriptions for over 21,000 U.S. occupations. The first digit in each D.O.T. Code identifies the major occupational category that an occupation belongs to:

- 0/1 Professional, technical and managerial occupations
- 2 Clerical and sales occupations
- 3 Service occupations
- 4 Agricultural, fishery, forestry and related occupations
- 5 Processing occupations
- 6 Machine trades occupations
- 7 Benchwork occupations
- 8 Structural work occupations
- 9 Miscellaneous occupations

Occupation: The name of an occupation.

● Workers in occupations preceded by a filled circle (●) are required by law to be paid prevailing wage rates when they are involved with public works contracts. The wage information in this publication is to be used for informational purposes only. Prevailing wage rates are established by the Montana Department of Labor and Industry after surveying employers in 10 prevailing wage districts within the state.

These rates can be obtained from the Department's Employment Relations Division—or local Job Service offices.

■ Workers in occupations preceded by a filled square (■) are sometimes paid on a non-hourly basis. (Non-hourly wage information begins on page 7, along with information about the 19 occupations that are most commonly paid on a non-hourly basis in Montana.)

Number of Employees: The number of workers reported within each occupation during the survey.

Weighted Average: Weighted for how many individual workers are employed at each wage rate. Each reported individual wage rate is multiplied by its corresponding frequency (number of workers), and then these products are added together to arrive at a sum total. The sum total is next divided by the total frequency (total number of workers) to determine the weighted average wage.

Median: The wage rate that divides the wage distribution into two equal parts. Half the reported wages fall above the median rate and half fall below it.

Middle Range: Includes the second and third quartiles of the sample distribution, or the middle 50 percent of the sample. Therefore, 25 percent of the wages are below the low end of the range, and 25 percent are above the high end of the range.

Entry Level Average Wage: Represents the average wage paid to those workers who meet the basic qualifications for the job, but who need additional on-the-job training and supervision before they are considered "journeymen" or "experienced" workers. The entry level average hourly wage may not be representative of the occupational sample due to the fact that many firms who provide wage information for experienced workers do not also provide entry level wage data.

Entry Level Wage Range: Shows the lowest and the highest entry level wages that were reported for each occupation.

Distribution of Employment Within Wage Ranges

Information on the numbers of workers within each occupation being paid within specific wage ranges is not included in this publication because of space limitations. However, distribution of employment information is available, and can be obtained by contacting the Research and Analysis Bureau.

Unusually High or Low Wage Ranges

High or low wage ranges can be misleading. Sometimes an employer pays a worker on a contract basis to get a specific

task accomplished. When that payment is converted to an hourly wage, it can translate into a very high, or a very low hourly wage rate. In one instance, a worker might be paid \$600 a month to clean an office building. If he/she worked 200 hours to fulfill the contract, the hourly wage would translate to \$3 a hour. In another instance, a worker might be paid \$200 a month to do bookkeeping for a business. If he/she worked 10 hours to complete the work, it would translate to a \$20-an-hour wage.

Non-Hourly Wage Rates

Some Montana workers are not paid by the hour. Private employers who responded to the survey reported that they paid over 2,700 workers on a non-hourly basis. Of these non-hourly workers, about 60 percent worked in five Montana industries. Specifically, 588 non-hourly workers were reported in **Trucking, Except Local** (SIC 4213); 344 in **Logging** (SIC 2411); 299 in **Motor Vehicle Dealers (New & Used)** (SIC 5511); 262 in **Beauty Shops** (SIC 7231); and 138 in **Local Trucking Without Storage** (SIC 4212).

Nineteen occupations accounted for about 80 percent of all non-hourly wage rates that employers reported paying. Listed in descending order according to the number of non-hourly workers reported, non-hourly workers in the following occupations were paid accordingly:

Tractor Trailer Drivers (DOT 904.383-010)—Paid by the mile (\$.078/mile—\$.225/mile); commission or percent of gross (18—30%); or an hourly rate, plus mileage. Non-hourly drivers were concentrated in the trucking industry.

Salesperson (DOT 279.357-054)—Paid commissions ranging from 20 to 30 percent. Surveyed employers reported that most non-hourly salespeople worked in Montana's **Automotive Dealers & Gasoline Service Stations** industry.

Hairstylist (DOT 332.271-018)—Paid commissions ranging from 50 to 70 percent.

Sales Representative (DOT 254.357-014)—Paid primarily by commissions that ranged from 20 to 30 percent.

Timber Faller (DOT 454.384-010)—Paid by the log (\$0.75—\$2.00/log); by the tree (\$0.50—\$3.00/tree); per thousand board feet (\$1.50—\$15.00/thousand board feet); or by the ton (\$1.50—\$3.24/ton).

Real Estate Sales (DOT 250.357-018)—Paid by commission.

Logger (DOT 454.684-018)—Paid by the log (\$0.65—\$0.80/log); by the thousand board feet (\$12.38—\$18.00/thousand board feet); or by a combination of the two.

Heavy Truck Driver (DOT 905.663-014)—Paid by the mile (\$.017—\$0.21/mile); percent of gross (20—30%); by the trip; by the day; or a combination of the preceding.

Auto Mechanic (DOT 620.261-010)—Paid by commission (40—55%); or an hourly wage, plus commission.

Bus Drivers (DOT 913.463-010)—Paid by the mile (\$0.20—\$0.50/mile); or by the trip (\$15.50—\$40.00/trip).

Emergency Medical Technician (DOT 079.374-010)—Paid by the run, or call.

Sales Manager (DOT 163.167-018)—Paid with commissions or bonuses. Employers reported that these workers were concentrated in automobile sales.

Route Driver (DOT 293.353-010)—Paid by the day; by the delivery; or by commission.

Log Loader (DOT 921.683-058)—Paid by the ton (\$0.50—\$1.75/ton); by the thousand board feet; or by the load (\$12.00—\$25.00/load).

Retail Store Manager (DOT 185.167-046)—Paid an hourly wage rate, plus commission; straight commission on sales; gross profit (13-20%); or with bonuses.

Logging Tractor Operator (DOT 929.683-010)—Paid by the log (\$0.65—\$2.30/log); by the ton; by the thousand board feet; or by the day.

Lawyers (DOT 110.107-010)—Paid a percentage of fees.

Housekeeper/Cleaner (DOT 381.687-014)—Paid by the room (\$1.15—\$3.80/room).

Dental Hygienist (DOT 078.361-010)—Paid a commission ranging from 36 to 50 percent.

SIC and DOT Codes

■ SIC stands for Standard Industrial Classification, which is a system developed by the federal Office of Management and Budget to classify business establishments on the basis of industrial activity.

■ DOT stands for *Dictionary of Occupational Titles*, which is a U.S. Department of Labor document listing job descriptions for over 21,000 U.S. occupations, and assigning each occupation a DOT number code.

Statewide Wage Information



MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
 (DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010) ■ ACCOUNTANT		511	12.34	10.96	8.08 - 15.00	8.22	1.10 - 26.44
(216.482-010) ACCOUNTING CLERK		411	6.94	6.50	5.50 - 7.79	5.53	3.80 - 9.50
(187.137-010) ■ ACTIVITY COORDINATOR		102	6.58	6.41	5.45 - 7.69	5.86	3.75 - 11.35
(020.167-010) ACTUARY		5	25.79	22.79	19.90 - 33.18	NA	NA NA
(169.167-010) ADMINISTRATIVE ASSISTANT		117	9.10	8.37	6.81 - 10.10	7.00	3.59 - 21.70
(219.362-010) ADMINISTRATIVE CLERK		15	7.53	7.00	5.51 - 9.02	6.09	4.00 - 11.54
(169.167-014) ADMINISTRATIVE SECRETARY		76	8.50	8.21	7.00 - 9.43	6.80	5.00 - 10.40
(187.117-011) ADMINISTRATOR, CLINIC		8	15.50	14.42	12.69 - 18.57	NA	NA NA
(187.117-010) ADMINISTRATOR, HOSPITAL		40	19.44	17.76	15.38 - 22.35	16.30	8.68 - 33.87
(079.167-014) ADMINISTRATOR, MEDICAL-RECORD		12	12.56	12.74	10.26 - 16.03	10.62	5.45 - 16.64
(195.117-010) ADMINISTRATOR, SOCIAL WELFARE		15	12.86	10.20	7.70 - 15.96	10.50	5.50 - 18.00
(186.117-074) ■ ADMINISTRATOR, TRUST		11	12.02	10.29	7.53 - 16.77	NA	NA NA
(205.367-010) ADMISSIONS EVALUATOR		5	7.79	7.69	6.81 - 8.81	NA	NA NA
(247.387-010) ADVERTISING CLERK		4	5.63	4.41	4.05 - 8.43	NA	NA NA
(272.357-014) AGRICULTURAL EQUIPMENT SALESPERSON		9	7.95	8.00	6.15 - 8.00	NA	NA NA
(196.263-014) ■ AIRPLANE PILOT, COMMERCIAL		26	13.28	13.00	11.54 - 15.65	10.40	7.50 - 14.50
(525.381-014) ALL-ROUND BUTCHER		7	6.45	6.00	6.00 - 7.50	NA	NA NA
(913.683-010) ■ AMBULANCE DRIVER		96	5.24	5.00	4.50 - 6.00	5.21	3.80 - 6.30
(070.101-010) ■ ANESTHESIOLOGIST		10	37.78	34.85	26.80 - 50.68	NA	NA NA
(410.674-010) ANIMAL CARETAKER		54	4.84	4.82	3.96 - 5.50	3.96	3.40 - 5.00
(079.361-014) ANIMAL HEALTH TECHNICIAN		5	6.50	6.50	5.75 - 7.25	4.75	4.00 - 5.00
(245.367-010) ANIMAL-HOSPITAL CLERK		4	5.48	5.24	4.62 - 6.55	NA	NA NA
(159.147-010) ANNOUNCER		93	5.90	5.00	4.00 - 7.80	4.67	3.54 - 9.23

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
 (DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(723.584-010)	APPLIANCE REPAIRER	29	7.26	7.65	5.37 - 8.50	6.31	3.35 - 8.50
(827.261-010)●	APPLIANCE SERVICE REPRESENTATIVE	10	8.98	9.49	7.56 - 10.12	NA	NA NA
(191.267-010)	APPRAISER, REAL ESTATE	6	7.10	7.22	6.69 - 7.53	NA	NA NA
(055.067-018)	ARCHEOLOGIST	7	11.09	11.25	9.50 - 12.50	NA	NA NA
(001.061-010)	ARCHITECT	60	13.08	12.74	11.03 - 15.00	8.49	5.04 - 11.54
(001.061-018)	ARCHITECT, LANDSCAPE	15	13.31	13.65	10.10 - 15.38	9.29	6.54 - 14.00
(141.031-010)	ART DIRECTOR	10	11.93	11.39	9.57 - 13.54	7.36	5.77 - 9.15
(022.281-010)	ASSAYER	10	12.59	12.12	11.20 - 14.16	9.55	9.00 - 10.13
(706.687-010) ■	ASSEMBLER, PRODUCTION	204	5.93	5.00	4.25 - 7.00	4.84	3.80 - 8.04
(187.167-127)	ASSISTANT CLUB MANAGER	4	6.30	6.14	5.59 - 7.16	NA	NA NA
(187.117-015)	ASSISTANT DIRECTOR	6	11.06	11.02	8.39 - 14.09	8.25	5.00 - 12.50
(320.137-015)	ASSISTANT LODGING DIRECTOR	7	8.26	6.35	5.00 - 13.62	4.59	4.00 - 5.77
(169.167-035)	ASSISTANT OFFICE MANAGER	12	7.66	5.94	5.48 - 10.95	5.71	4.25 - 7.91
(187.167-107)	ASSISTANT RESTAURANT MANAGER	24	6.05	5.95	5.29 - 6.44	NA	NA NA
(185.167-047) ■	ASSISTANT RETAIL MANAGER	263	8.24	7.29	5.88 - 10.22	5.59	2.77 - 12.74
(189.117-010)	ASSOCIATION EXECUTIVE	81	14.50	13.75	7.69 - 19.07	10.06	3.46 - 28.85
(359.677-010)	ATTENDANT, CHILDREN'S INSTITUTION	33	4.89	4.00	3.80 - 4.53	3.87	3.80 - 4.00
(729.281-010)	AUDIO VIDEO REPAIRER	7	5.68	5.50	4.00 - 6.50	NA	NA NA
(160.162-014)	AUDITOR	12	13.33	14.29	7.78 - 16.42	9.31	7.28 - 11.54
(807.381-010)	AUTO BODY REPAIRER	164	10.15	10.00	8.00 - 12.50	7.37	3.80 - 15.60
(620.684-010)	AUTOMOBILE WRECKER	18	5.37	5.00	4.37 - 6.50	4.17	4.00 - 4.50
(806.684-038)●	AUTOMOBILE-ACCESSORIES INSTALLER	8	5.89	5.75	5.50 - 6.00	NA	NA NA
(295.477-010)	AUTOMOBILE-reNTAL CLERK	53	4.38	4.00	3.80 - 4.35	4.22	3.80 - 5.00

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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(620.261-018) ■ AUTOMOBILE-REPAIR-SERVICE ESTIMATOR		8	7.89	7.21	5.19 - 11.11	5.28	4.00 - 6.35
(721.281-010) AUTOMOTIVE-GENERATOR-&-STARTER REPAIRER		6	9.83	9.50	8.37 - 10.87	NA	NA NA
(920.687-014) BAGGER, GROCERY PACKER		107	4.11	3.85	3.80 - 4.00	3.85	3.40 - 4.50
(313.381-010) BAKER		114	5.61	5.00	4.75 - 6.25	5.27	3.80 - 11.00
(526.686-010) BAKER HELPER		5	4.64	4.50	3.85 - 5.50	3.93	3.80 - 4.00
(929.686-010) BAKERY WORKER		15	4.76	5.00	4.62 - 5.00	NA	NA NA
(312.477-010) BAR ATTENDANT		37	4.25	3.80	3.80 - 4.62	3.95	3.80 - 4.50
(663.682-010) BARKER OPERATOR		7	8.25	9.10	7.00 - 9.18	6.50	6.00 - 7.20
(312.474-010) ■ BARTENDER		1,533	5.27	5.00	4.50 - 6.00	4.63	3.00 - 7.00
(639.681-010) ■ BICYCLE REPAIRER		11	5.44	5.00	5.00 - 6.25	NA	NA NA
(214.382-014) BILLING CLERK		117	7.18	6.73	5.81 - 8.50	5.51	3.80 - 10.28
(214.482-010) BILLING MACHINE OPERATOR		15	4.80	4.50	4.50 - 4.62	NA	NA NA
(653.685-010) BINDERY WORKER		21	8.45	8.14	5.87 - 11.01	5.12	3.80 - 7.44
(807.361-014) ■ BOAT REPAIRER		20	6.38	5.50	5.00 - 8.18	5.09	3.85 - 6.00
(950.382-010) BOILER OPERATOR		18	11.61	12.83	7.00 - 13.35	NA	NA NA
(210.382-014) ■ BOOKKEEPER, FULL-CHARGE; GENERAL		1,376	7.23	6.89	5.75 - 8.25	5.77	1.54 - 20.19
(210.382-018) BOOKKEEPER, ONE SECTION; SPECIALTY		10	8.03	6.43	5.52 - 12.07	6.91	5.00 - 10.22
(210.382-022) BOOKKEEPING MACHINE OPERATOR		28	5.88	5.54	5.11 - 6.95	5.27	4.62 - 8.65
(203.582-014) BRAILLE TYPIST		14	6.59	6.12	5.94 - 7.41	5.35	4.10 - 6.92
(454.684-010) ■ BUCKER		22	10.70	10.25	8.75 - 13.00	9.29	5.00 - 17.50
(850.683-010) BULLDOZER OPERATOR		9	9.42	9.99	8.50 - 10.28	NA	NA NA
(913.463-010) ■ BUS DRIVER		463	7.13	6.00	5.50 - 8.00	6.22	4.00 - 9.00
(187.167-018) BUSINESS REPRESENTATIVE, LABOR UNION		17	16.09	14.48	13.25 - 18.23	16.42	5.77 - 28.13

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(162.157-018)	BUYER	4	15.16	15.07	9.17 - 21.24	9.98	7.42 - 12.02
(660.280-010)	CABINETMAKER	69	8.43	8.00	6.87 - 10.00	5.67	4.00 - 10.00
(311.677-010)	CAFETERIA ATTENDANT	166	4.13	3.85	3.80 - 4.25	4.15	3.80 - 5.00
(143.062-022)	CAMERA OPERATOR	28	8.37	4.50	4.23 - 6.00	4.00	3.64 - 4.33
(915.137-010)	CAR WASH SUPERVISOR	6	7.96	7.27	6.35 - 9.82	NA	NA
(915.667-010)	CAR-WASH ATTENDANT, AUTOMATIC	26	5.12	4.50	4.00 - 5.56	NA	NA
(301.687-010) ■ CARETAKER		65	4.65	4.50	4.00 - 5.00	4.07	1.73 - 6.50
(860.381-022)	CARPENTER	52	8.90	8.57	6.50 - 10.43	8.46	6.00 - 14.78
(389.664-010)	CARPET CLEANER	7	6.74	7.50	5.00 - 8.00	NA	NA
(864.381-010) ●■ CARPET LAYER		40	9.17	10.00	8.00 - 10.43	5.41	4.00 - 6.00
(864.687-010)	CARPET-LAYER HELPER	6	6.00	6.00	5.75 - 6.37	NA	NA
(195.107-010)	CASEWORKER	41	7.68	7.69	5.60 - 9.29	5.93	4.00 - 7.41
(195.137-010)	CASEWORKER SUPERVISOR	26	8.03	7.32	6.40 - 9.07	7.90	6.38 - 9.03
(195.107-014)	CASEWORKER, CHILD WELFARE	3	7.70	9.00	5.10 - 9.00	NA	NA
(211.462-014) ■ CASHIER-CHECKER		1,468	5.44	4.50	4.00 - 5.77	4.09	3.50 - 8.41
(211.362-010)	CASHIER, GENERAL	1,346	4.64	4.25	4.00 - 5.00	4.12	1.54 - 6.00
(211.462-010)	CASHIER, OFFICE	41	4.45	4.25	3.80 - 5.00	3.79	3.35 - 4.00
(406.684-010)	CEMETERY WORKER	6	5.96	5.50	4.64 - 7.62	NA	NA
(235.462-010)	CENTRAL-OFFICE OPERATOR	133	11.16	11.93	11.74 - 11.93	NA	NA
(669.686-018)	CHAIN DFF-BEARER	30	6.87	6.50	6.43 - 8.30	5.75	5.18 - 6.30
(454.687-010) ■ CHAINSAW OPERATOR		5	12.40	12.00	12.00 - 13.00	NA	NA
(216.387-010)	CHECK-PROCESSING CLERK	16	6.23	5.79	5.27 - 7.18	5.29	4.51 - 6.75
(022.261-010)	CHEMICAL-LABORATORY TECHNICIAN	12	9.11	6.12	5.00 - 11.43	5.78	4.50 - 9.90

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(003.167-030)	CHIEF ENGINEER, BROADCASTING	21	13.16	11.77	9.61 - 14.28	9.91	7.21 - 13.46
(359.677-018)	■ CHILD CARE WORKER	435	4.47	4.25	3.85 - 4.75	4.03	2.42 - 5.77
(079.101-010)	CHIROPRACTOR	9	27.74	26.37	22.54 - 33.17	NA	NA NA
(079.364-010)	CHIROPRACTOR ASSISTANT	18	6.01	5.94	5.00 - 6.29	4.56	4.00 - 5.13
(921.687-014)	■ CHOKE SETTER	18	10.91	10.75	9.87 - 13.00	9.88	8.00 - 12.50
(241.217-010)	■ CLAIM ADJUSTER	51	15.41	14.51	13.85 - 15.86	10.46	6.92 - 14.64
(241.267-018)	CLAIM EXAMINER	13	12.13	12.65	8.40 - 14.60	8.34	5.50 - 11.21
(241.362-010)	CLAIMS CLERK	39	8.06	7.90	7.00 - 8.50	5.72	4.00 - 7.89
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	10	12.89	9.53	5.37 - 20.83	7.60	4.00 - 17.75
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	1,653	4.94	4.50	4.00 - 5.25	4.69	1.92 - 20.00
(323.687-014)	CLEANER, HOUSEKEEPING	81	4.55	4.15	4.00 - 4.50	4.88	3.80 - 9.00
(381.687-018)	CLEANER, INDUSTRIAL	34	4.83	4.25	4.00 - 5.78	4.44	4.00 - 5.00
(919.687-014)	■ CLEANER, TRANSPORTATION VEHICLES	60	4.26	4.00	3.85 - 4.50	3.95	3.80 - 4.50
(120.007-010)	CLERGY MEMBER	6	7.58	5.60	5.02 - 11.05	6.56	4.69 - 10.00
(203.362-010)	CLERK-TYPIST	408	6.27	6.00	5.00 - 7.20	5.11	3.46 - 11.65
(209.562-010)	CLERK, GENERAL	1,042	6.17	6.00	5.00 - 7.00	5.05	2.19 - 9.62
(652.382-010)	CLOTH PRINTER	15	9.61	11.70	5.00 - 12.10	NA	NA NA
(209.387-010)	CODING CLERK	5	6.68	5.75	5.52 - 8.30	NA	NA NA
(292.687-010)	COIN-MACHINE COLLECTOR	8	9.72	10.38	5.39 - 12.88	NA	NA NA
(639.281-014)●	COIN-MACHINE-SERVICE REPAIRER	22	9.13	9.87	6.81 - 10.84	NA	NA NA
(241.367-010)	COLLECTION AGENT	26	5.93	6.25	5.21 - 6.25	5.06	4.25 - 6.00
(241.357-010)	■ COLLECTION CLERK	16	7.66	7.69	4.75 - 8.00	6.47	4.00 - 8.00
(195.167-010)	COMMUNITY ORGANIZATION WORKER	7	9.22	8.45	4.80 - 13.71	NA	NA NA

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(309.677-010)	COMPANION	27	5.54	5.50	5.00 - 6.00	5.27	3.50 - 9.23
(973.381-010)	COMPOSITOR-AD SETUP	20	7.72	6.14	5.54 - 11.61	5.61	5.00 - 7.44
(213.362-010)	■ COMPUTER OPERATOR	390	7.00	6.50	5.50 - 8.00	5.58	3.75 - 10.00
(020.187-010)	■ COMPUTER PROGRAMMER	90	11.43	11.03	8.00 - 14.42	8.14	2.02 - 14.42
(012.167-066)	COMPUTER SYSTEMS ANALYST	62	12.84	12.98	10.23 - 14.45	9.39	4.75 - 21.64
(020.187-013)	COMPUTER SYSTEMS PROGRAMMER	8	10.75	7.62	6.25 - 18.46	10.62	5.00 - 18.12
(291.457-020)	CONCESSIONS VENDOR	45	4.10	4.00	3.80 - 4.00	5.33	3.80 - 8.00
(869.664-014)	CONSTRUCTION WORKER (GENERAL LABORER)	38	10.80	10.50	7.87 - 12.60	5.50	4.50 - 7.00
(189.167-010)	CONSULTANT	13	14.95	12.33	8.07 - 20.76	9.88	5.77 - 13.00
(186.117-014)	CONTROLLER	65	15.56	15.00	11.29 - 19.11	11.67	5.00 - 20.39
(317.687-010)	COOK HELPER	52	4.76	4.52	4.30 - 4.99	4.39	3.80 - 5.38
(313.131-018)	COOK, HEAD, SCHOOL CAFETERIA	6	6.87	6.46	5.27 - 8.29	5.76	3.80 - 7.21
(526.381-026)	COOK, KETTLE	33	5.22	5.00	4.05 - 5.62	4.22	3.80 - 5.07
(315.361-010)	■ COOK, MESS	383	5.55	5.25	4.73 - 6.41	5.00	3.35 - 11.00
(313.361-014)	COOK, RESTAURANT	30	5.61	5.48	3.87 - 6.50	6.09	3.80 - 11.60
(187.167-022)	COORDINATOR, VOLUNTEER SERVICES	8	8.41	9.27	4.81 - 10.93	7.78	4.40 - 9.50
(131.067-014)	COPY WRITER	14	7.97	7.85	6.20 - 8.70	7.72	5.00 - 11.06
(160.167-018)	COST ACCOUNTANT	55	12.88	13.14	8.94 - 16.44	9.32	3.46 - 21.03
(160.267-018)	COST ESTIMATOR	11	9.65	9.25	6.50 - 13.75	7.63	4.00 - 9.25
(045.107-011)	COUNSELOR, ASSISTANT	4	9.07	8.92	8.65 - 9.61	NA	NA NA
(045.107-010)	COUNSELOR, GUIDANCE	56	7.96	8.35	7.50 - 8.92	7.36	3.80 - 11.54
(311.677-014)	COUNTER ATTENDANT, CAFETERIA	20	5.12	5.00	4.43 - 5.50	NA	NA NA
(311.137-010)	COUNTER SUPERVISOR	30	4.93	4.75	3.96 - 5.50	NA	NA NA

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(290.477-010)	COUPON-REDEMPTION CLERK	28	4.37	4.25	3.81 - 4.40	NA	NA NA
(211.000-000)	COURTESY CLERK-SACK PERSON	99	3.88	3.80	3.80 - 3.85	3.92	3.80 - 4.00
(191.267-014)	■ CREDIT ANALYST	18	11.40	9.29	7.73 - 15.06	6.37	4.50 - 7.21
(205.367-022)	■ CREDIT CLERK	53	7.10	6.92	6.04 - 8.11	4.96	4.00 - 6.25
(186.167-022)	CREDIT MANAGER	3	7.97	6.88	6.25 - 10.77	NA	NA NA
(102.017-010)	CURATOR	13	7.19	6.25	4.75 - 8.65	9.37	6.00 - 15.18
(299.367-010)	■ CUSTOMER SERVICE CLERK-CIRCULATION	17	6.36	6.35	5.62 - 7.42	5.12	4.25 - 6.08
(239.367-010)	CUSTOMER-SERVICE REPRESENTATIVE	33	10.80	10.21	8.16 - 11.80	8.01	6.40 - 11.02
(239.227-010)	CUSTOMER-SERVICE-REP INSTRUCTOR	11	9.47	8.00	5.70 - 12.43	7.78	4.25 - 14.38
(607.682-010)	CUT-OFF SAW OPERATOR, METAL	8	8.03	8.90	6.77 - 8.90	NA	NA NA
(203.582-026)	DATA - CODER OPERATOR	22	6.77	6.00	5.59 - 7.05	5.59	4.00 - 10.00
(299.477-010)	DELIVERER, MERCHANDISE	124	5.01	4.50	4.00 - 5.50	4.33	3.50 - 6.00
(230.667-010)	■ DELIVERER, OUTSIDE	35	4.74	4.62	4.00 - 5.25	4.17	3.50 - 5.25
(079.371-010)	DENTAL ASSISTANT	399	7.09	6.92	6.00 - 8.00	5.48	3.05 - 9.20
(078.361-010)	■ DENTAL HYGIENIST	173	15.12	14.25	12.50 - 16.00	12.34	4.00 - 28.87
(712.381-018)	■ DENTAL-LABORATORY TECHNICIAN	26	8.39	8.37	6.67 - 9.13	6.55	4.00 - 12.98
(072.101-010)	DENTIST	50	34.65	30.77	19.68 - 48.36	25.70	4.50 - 57.69
(712.681-014)	DENTURE-MODEL MAKER	5	12.29	11.54	6.50 - 18.46	NA	NA NA
(921.663-022)	DERRICK OPERATOR	16	12.12	10.61	9.26 - 15.37	NA	NA NA
(930.683-018)	DERRICK WORKER, WELL SERVICE	24	8.44	7.75	6.31 - 11.00	NA	NA NA
(142.081-010)	■ DESIGNER, FLORAL	129	5.04	5.00	4.27 - 5.50	4.24	3.80 - 5.25
(141.061-018)	DESIGNER, GRAPHIC	27	10.41	8.21	6.50 - 10.00	6.24	4.50 - 8.00
(142.061-026)	DESIGNER, INDUSTRIAL	20	9.84	9.45	5.32 - 13.73	8.01	4.00 - 14.42

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(142.051-014)	DESIGNER, INTERIOR	18	6.66	5.25	5.25 - 7.12	7.98	3.75 - 11.54
(007.061-026)	DESIGNER, TOOL	5	11.73	13.75	6.53 - 15.93	NA	NA NA
(340.367-010)	DESK CLERK, BOWLING FLOOR	21	4.70	4.25	4.00 - 5.37	4.12	3.85 - 4.50
(017.261-018)	DETAILER	16	4.95	4.77	4.31 - 5.68	4.43	3.80 - 5.00
(976.681-010)	DEVELOPER	9	6.21	5.48	4.37 - 9.00	NA	NA NA
(245.587-010)	DIETARY CLERK	12	4.56	4.22	4.00 - 4.55	NA	NA NA
(077.127-014)	DIETITIAN, CLINICAL	4	10.22	10.68	7.98 - 12.00	NA	NA NA
(311.677-018)	DINING ROOM ATTENDANT	83	3.92	3.80	3.80 - 4.00	3.84	3.80 - 4.00
(045.107-018)	DIRECTOR OF COUNSELING	12	11.82	11.56	10.90 - 12.30	8.78	7.00 - 10.50
(187.117-014) ■	DIRECTOR, COMMUNITY ORGANIZATION	65	10.57	9.13	7.72 - 12.75	8.97	3.35 - 24.04
(099.117-010)	DIRECTOR, EDUCATIONAL PROGRAM	8	10.45	8.78	7.75 - 13.95	10.12	7.56 - 14.79
(165.117-010)	DIRECTOR, FUNDRAISING	4	19.18	19.19	15.53 - 22.81	NA	NA NA
(187.167-030) ■	DIRECTOR, FUNERAL	19	13.19	13.46	10.50 - 16.15	10.77	8.65 - 14.71
(187.117-018)	DIRECTOR, INSTITUTION	11	12.63	12.50	7.69 - 15.50	10.32	4.55 - 15.00
(102.117-014)	DIRECTOR, MUSEUM-OR-ZOO	4	14.62	10.84	7.18 - 25.82	NA	NA NA
(092.137-010)	DIRECTOR, PRESCHOOL	8	7.89	7.24	5.94 - 10.00	5.80	3.91 - 7.00
(184.117-010)	DIRECTOR, PUBLIC SERVICE	43	12.49	11.54	4.90 - 16.09	15.91	4.38 - 34.75
(189.117-014)	DIRECTOR, RESEARCH AND DEVELOPMENT	4	15.22	12.90	7.95 - 24.78	NA	NA NA
(913.167-014)	DISPATCHER, BUS AND TROLLEY	12	10.24	10.80	7.81 - 11.71	8.18	5.50 - 9.96
(954.362-010)	DITCH RIDER	36	8.56	8.81	7.77 - 9.81	6.71	4.12 - 9.00
(418.674-010) ■	DOG GROOMER	11	4.39	4.04	4.00 - 4.62	3.96	3.80 - 4.04
(001.261-010)	DRAFTER, ARCHITECTURAL	44	9.70	9.11	7.76 - 10.59	7.00	4.75 - 13.00
(005.281-010)	DRAFTER, CIVIL	29	10.08	10.00	8.62 - 11.10	8.10	5.00 - 11.02

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(003.281-014)	DRAFTER, ELECTRONICS	27	8.66	8.50	7.21 - 9.00	6.25	4.50 - 8.00
(101.281-014)	DRAFTER, GEOLOGICAL	10	12.03	13.13	9.04 - 14.05	9.56	6.92 - 12.00
(001.261-014)	DRAFTER, LANDSCAPE	5	8.01	7.50	6.50 - 9.77	5.67	5.00 - 6.00
(007.281-010)	DRAFTER, MECHANICAL	11	10.06	9.75	7.35 - 10.20	8.88	5.00 - 23.00
(913.663-018)	DRIVER, SHUTTLE	34	5.24	4.22	4.00 - 5.40	4.47	3.85 - 5.30
(362.382-014)	DRY CLEANER	14	6.38	6.25	5.50 - 6.31	NA	NA NA
(207.682-010)	DUPLICATING MACHINE OPERATOR	16	5.63	4.75	4.25 - 7.09	5.23	4.00 - 6.25
(132.037-022)	EDITOR	8	8.57	8.36	7.01 - 10.14	6.95	4.50 - 10.32
(721.484-010)	ELECTRIC MOTOR WINDER	4	9.86	10.50	7.01 - 12.06	NA	NA NA
(821.361-014)	ELECTRIC-METER INSTALLER	5	17.19	18.47	15.26 - 18.47	NA	NA NA
(824.261-010)	ELECTRICIAN	13	13.61	15.51	10.87 - 15.51	10.82	7.50 - 15.83
(828.251-010)	■ ELECTRONIC SALES & SERVICE TECHNICIAN	43	7.59	7.64	6.00 - 8.65	5.50	3.50 - 8.00
(079.374-010)	■ EMERGENCY MEDICAL TECHNICIAN	17	6.90	7.13	6.00 - 7.61	NA	NA NA
(194.262-010)	ENGINEER, AUDIO	18	6.75	4.56	4.00 - 9.34	NA	NA NA
(005.061-014)	ENGINEER, CIVIL	83	15.44	15.00	12.02 - 19.04	11.65	5.54 - 18.46
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	62	17.89	17.75	14.42 - 20.14	13.15	4.55 - 25.00
(003.167-018)	ENGINEER, ELECTRICAL POWER SYSTEM	5	22.25	24.01	17.19 - 26.43	NA	NA NA
(828.261-014)	ENGINEER, FIELD	9	15.18	16.32	12.65 - 17.62	NA	NA NA
(012.167-030)	ENGINEER, INDUSTRIAL	12	22.43	18.00	13.64 - 25.90	10.36	3.46 - 15.00
(007.061-014)	ENGINEER, MECHANICAL	22	15.65	14.91	13.64 - 17.70	11.90	6.46 - 17.00
(010.061-018)	ENGINEER, PETROLEUM	8	18.11	19.04	6.45 - 27.02	NA	NA NA
(007.167-014)	ENGINEER, PLANT	15	16.20	14.65	12.50 - 21.95	15.09	12.50 - 16.87
(005.061-030)	ENGINEER, SANITARY	7	12.54	10.00	8.00 - 16.83	9.49	7.21 - 14.25

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(005.061-034)	ENGINEER, STRUCTURAL	13	19.20	18.47	17.15 - 20.09	14.59	10.99 - 19.62
(194.282-010)	ENGINEER, VIDEO	20	7.58	7.06	6.03 - 8.93	NA	NA NA
(012.267-010)	ENGINEERING TECHNICIAN, INDUSTRIAL	5	8.36	7.50	5.00 - 12.14	5.90	5.00 - 7.21
(029.081-010)	ENVIRONMENTAL ANALYST	7	14.48	14.56	13.40 - 16.19	10.33	8.00 - 12.00
(828.381-010)	EQUIPMENT INSTALLER	12	8.29	7.75	6.00 - 10.50	NA	NA NA
(119.367-010)	ESCROW OFFICER	12	9.56	9.16	7.05 - 10.91	6.80	4.33 - 10.00
(187.117-026)	EXECUTIVE DIRECTOR, SHELTERED WORKSHOP	10	15.00	15.44	12.95 - 16.32	12.13	11.00 - 12.90
(187.167-046)	EXECUTIVE HOUSEKEEPER	11	5.25	5.00	4.40 - 6.70	5.68	4.25 - 7.08
(189.117-034)	■ EXECUTIVE OFFICER	374	19.16	17.31	11.74 - 25.00	13.71	1.54 - 57.69
(809.381-010)	FABRICATOR-ASSEMBLER, METAL PRODUCTS	15	11.77	10.50	8.00 - 16.18	7.03	6.00 - 8.09
(090.227-010)	■ FACULTY MEMBER, COLLEGE OR UNIVERSITY	67	11.37	10.38	9.00 - 12.00	7.51	6.00 - 8.85
(454.384-010)	■ FALLER	20	17.21	20.00	12.75 - 20.57	12.75	10.00 - 16.00
(624.281-010)	FARM EQUIPMENT MECHANIC	15	7.72	7.50	7.00 - 8.65	6.76	5.00 - 9.78
(421.683-010)	FARM OR RANCH WORKER, GENERAL	5	5.96	5.54	4.96 - 7.17	NA	NA NA
(421.687-010)	FARMWORKER, CHORE TENDER	31	4.06	4.00	3.80 - 4.00	NA	NA NA
(410.664-010)	FARMWORKER, LIVESTOCK	22	5.41	5.39	4.57 - 6.17	4.92	3.75 - 6.15
(185.137-011)	FAST FOOD ASSISTANT MANAGER	79	6.07	5.75	4.90 - 7.18	4.69	3.80 - 6.84
(311.472-010)	FAST-FOODS WORKER	1,534	4.15	4.00	3.80 - 4.25	3.81	3.25 - 4.50
(189.267-010)	FIELD REPRESENTATIVE	9	11.18	11.85	9.92 - 11.93	9.61	8.31 - 11.85
(206.362-010)	FILE CLERK	187	5.06	5.00	4.03 - 5.84	4.36	3.35 - 6.00
(206.367-014)	FILE CLERK, INCL. FILE INVESTIGATIONS	5	5.26	5.00	4.36 - 6.29	4.94	3.75 - 7.01
(090.117-030)	FINANCIAL AIDE OFFICER	4	8.69	9.34	5.91 - 10.81	NA	NA NA
(373.364-010)	FIRE FIGHTER	74	9.45	10.00	8.42 - 10.00	NA	NA NA

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(343.467-014)	FLOOR ATTENDANT	52	4.60	4.50	4.25 - 5.00	4.16	3.80 - 5.00
(355.677-010)	FOOD-SERVICE WORKER, HOSPITAL	80	5.33	5.10	4.56 - 6.01	4.41	3.80 - 5.57
(040.061-034)	FORESTER	109	10.12	10.00	10.00 - 10.00	NA	NA NA
(519.687-022)	■ FOUNDRY WORKER, GENERAL	69	9.44	10.98	6.80 - 10.98	NA	NA NA
(739.684-078)	FRAMER	26	5.57	5.50	4.82 - 6.31	NA	NA NA
(620.281-038)	■ FRONT END MECHANIC	22	9.27	9.70	6.87 - 12.11	6.13	5.00 - 6.50
(921.683-042)	FRONT-END LOADER OPERATOR	9	11.56	9.75	8.85 - 14.46	NA	NA NA
(293.157-010)	FUND RAISER	20	9.05	8.66	6.52 - 10.94	6.23	1.73 - 8.21
(763.381-010)	FURNITURE FINISHER	10	5.15	5.00	4.93 - 5.62	NA	NA NA
(780.381-018)	■ FURNITURE UPHOLSTERER	15	6.80	7.00	5.25 - 8.50	NA	NA NA
(343.467-018)	GAMBLING DEALER	22	5.69	5.50	5.00 - 6.00	4.75	4.00 - 7.50
(620.131-014)	■ GARAGE SUPERVISOR	12	8.39	8.12	7.11 - 11.86	12.85	9.23 - 17.31
(909.687-010)●	GARBAGE COLLECTOR	60	10.76	13.28	7.61 - 13.28	NA	NA NA
(625.281-026)	GAS-ENGINE REPAIRER	15	9.68	8.75	7.00 - 10.00	NA	NA NA
(600.280-022)	GENERAL MACHINIST	93	10.62	11.00	9.00 - 11.92	8.08	6.00 - 14.36
(070.101-022)	■ GENERAL PRACTITIONER	61	33.85	28.85	20.80 - 36.16	27.45	23.08 - 33.94
(024.061-018)	GEOLOGIST	29	15.81	13.84	7.00 - 20.33	9.23	5.77 - 13.27
(024.061-022)	GEOLOGIST, PETROLEUM	28	19.08	19.59	15.05 - 22.87	13.93	11.00 - 17.75
(024.061-026)	GEOPHYSICAL PROSPECTOR	10	18.50	18.50	14.87 - 22.61	NA	NA NA
(865.684-010)	GLASS INSTALLER, AUTO-GLASS	30	7.67	6.50	6.00 - 9.16	5.00	4.00 - 5.50
(865.684-014)	GLASS INSTALLER, DOORS AND WINDOWS	9	6.27	6.00	5.50 - 7.00	NA	NA NA
(865.381-010)	GLAZIER	35	9.20	9.00	7.50 - 10.50	7.79	5.00 - 10.00
(153.341-011)	GOLF PRO	9	7.79	7.69	6.25 - 9.22	NA	NA NA

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(341.683-010)	GOLF-RANGE ATTENDANT	12	3.81	3.80	3.80 - 3.80	NA	NA NA
(669.587-010)	GRADER	36	8.42	7.60	7.60 - 7.97	8.58	5.50 - 14.42
(921.683-026)	GRAIN ELEVATOR OPERATOR	32	8.11	7.43	6.50 - 10.00	NA	NA NA
(406.683-010)	GREENSKEEPER	51	4.65	3.85	3.80 - 5.00	4.13	3.80 - 5.00
(406.137-010)	GREENSKEEPER, HEAD	77	6.86	6.46	5.00 - 8.00	5.63	3.80 - 8.65
(313.381-000) ■ GROCERY-STORE BAKER		57	6.58	6.46	4.32 - 8.17	4.80	3.80 - 7.00
(406.684-014) ●■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL		232	5.84	5.50	4.75 - 6.35	4.96	3.30 - 9.23
(195.164-010)	GROUP WORKER	34	5.11	4.75	4.75 - 4.75	NA	NA NA
(353.161-010) ■ GUIDE, HUNTING AND FISHING		181	7.49	5.77	4.17 - 8.65	5.27	2.31 - 9.38
(353.167-010)	GUIDE, TRAVEL	22	5.39	4.76	4.60 - 7.00	NA	NA NA
(632.281-010)	GUN SMITH	5	5.30	5.00	4.50 - 6.25	NA	NA NA
(332.271-018) ■ HAIR STYLIST		180	5.47	5.25	4.35 - 6.09	4.55	3.35 - 10.00
(667.662-010)	HEAD SAWYER	6	8.24	8.02	7.15 - 9.60	NA	NA NA
(052.067-022)	HISTORIAN	5	9.95	10.00	8.25 - 11.62	NA	NA NA
(354.377-014)	HOME ATTENDANT	26	5.46	5.00	4.93 - 6.00	5.10	4.00 - 6.50
(309.354-010)	HOMEMAKER	20	5.08	5.00	4.55 - 5.57	5.00	4.00 - 6.00
(405.687-014)	HORTICULTURAL LABORER	44	5.10	4.72	4.25 - 5.50	4.18	4.00 - 5.00
(205.362-018)	HOSPITAL ADMISSIONS CLERK	79	6.32	6.00	5.61 - 7.14	5.25	3.80 - 6.11
(352.667-010)	HOST/HOSTESS	10	5.67	5.50	4.90 - 6.23	5.00	4.50 - 5.50
(310.137-010)	HOST/HOSTESS, RESTAURANT	40	4.40	4.25	4.16 - 4.50	4.01	3.80 - 4.50
(238.362-010) ■ HOTEL (MOTEL) CLERK		424	4.54	4.40	4.00 - 5.00	4.04	3.00 - 5.50
(301.474-010)	HOUSE WORKER, GENERAL	12	4.48	4.50	4.50 - 4.70	2.71	1.92 - 4.00
(323.687-018)	HOUSECLEANER	153	4.31	4.00	4.00 - 4.50	3.92	3.25 - 4.58

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(321.137-010) ■ HOUSEKEEPER		45	4.23	4.00	3.80 - 4.25	4.36	3.85 - 5.00
(024.061-034) HYDROLOGIST		4	12.64	14.46	6.44 - 17.00	9.09	4.62 - 12.50
(141.061-022) ILLUSTRATOR		5	6.61	6.93	5.70 - 7.36	5.45	4.50 - 6.85
(079.361-010) INHALATION THERAPIST		87	9.30	9.25	8.85 - 10.67	8.90	8.00 - 10.00
(151.027-014) INSTRUCTOR, DANCING		5	11.31	12.00	9.27 - 13.00	NA	NA NA
(153.227-014) INSTRUCTOR, PHYSICAL		73	6.15	4.50	4.00 - 7.00	5.01	3.75 - 8.00
(153.227-018) ■ INSTRUCTOR, SPORTS		173	6.87	5.00	4.15 - 9.00	5.01	2.88 - 8.00
(097.227-014) INSTRUCTOR, VOCATIONAL TRAINING		31	10.63	7.50	5.50 - 17.19	7.39	4.29 - 16.37
(214.362-022) INSURANCE CLERK		19	7.01	6.91	6.50 - 7.65	5.84	5.00 - 6.41
(160.167-034) INTERNAL AUDITOR		22	11.75	11.70	7.93 - 14.50	9.00	5.50 - 14.42
(222.387-026) ■ INVENTORY CLERK		123	6.11	5.15	4.00 - 7.62	5.66	3.80 - 9.50
(020.167-014) INVESTMENT ANALYST		12	18.20	14.94	12.15 - 20.64	11.86	8.65 - 15.39
(851.383-010) IRRIGATION SYSTEM INSTALLER		10	6.88	7.00	5.00 - 9.00	NA	NA NA
(382.664-010) ●■ JANITOR		1,194	5.11	5.00	4.25 - 5.38	4.92	1.44 - 13.52
(381.137-010) ● JANITORIAL SERVICES SUPERVISOR		32	6.88	6.25	5.05 - 7.87	8.25	4.50 - 11.93
(700.281-010) JEWELER		10	6.89	6.42	6.00 - 7.75	5.10	4.00 - 6.00
(973.381-018) JOB PRINTER		7	8.09	7.50	5.75 - 10.15	NA	NA NA
(343.467-022) KENO WRITER		47	4.35	4.00	4.00 - 4.50	3.98	3.80 - 4.00
(203.582-030) KEY PUNCH/KEY TAPE OPERATOR		78	7.24	6.62	5.50 - 8.02	5.81	4.00 - 11.00
(318.687-010) ■ KITCHEN HELPER		1,182	4.27	4.00	3.80 - 4.50	3.99	3.00 - 8.90
(310.137-014) KITCHEN SUPERVISOR		6	7.13	7.47	5.00 - 8.45	NA	NA NA
(073.361-014) LABORATORY ASSISTANT, ZOO/VET		15	5.58	5.60	5.34 - 5.77	4.70	4.50 - 5.00
(029.261-010) LABORATORY TESTER		39	10.70	10.60	8.50 - 13.53	7.50	4.25 - 13.76

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(609.684-013)	LABORER, FACTORY	6	5.67	5.50	5.00 - 6.50	NA	NA	NA
(500.000-000) ■	LABORER, GENERAL	842	5.94	5.00	4.00 - 7.00	4.94	3.35	- 10.38
(408.687-014)	LABORER, LANDSCAPE	92	5.57	5.25	4.75 - 6.00	4.65	3.50	- 5.87
(609.684-014)	LABORER, MACHINE SHOP	4	5.94	5.98	5.14 - 6.70	NA	NA	NA
(929.687-022)	LABORER, SALVAGE	8	7.03	6.62	5.12 - 9.37	5.80	5.00	- 8.00
(018.167-018)	LAND SURVEYOR	46	12.10	11.54	9.50 - 14.10	9.75	6.92	- 13.46
(182.167-014)	LANDSCAPE CONTRACTOR	20	6.94	6.12	6.00 - 8.72	NA	NA	NA
(408.161-010)	LANDSCAPE GARDENER	21	6.06	6.00	5.00 - 7.00	5.49	4.50	- 6.46
(604.685-026)	LATHE OPERATOR, PRODUCTION	8	10.82	11.94	6.77 - 14.05	7.11	4.50	- 11.94
(361.684-014)	LAUNDRY WORKER	322	5.14	5.00	4.25 - 5.90	4.27	3.50	- 5.99
(408.684-010)	LAWN-SERVICE WORKER	25	6.10	6.94	6.00 - 6.94	NA	NA	NA
(110.107-010) ■	LAWYER	185	19.79	16.46	13.19 - 21.35	15.89	7.50	- 85.00
(511.582-010)	LEACHER	19	11.91	12.60	10.25 - 14.20	NA	NA	NA
(690.783-000)	LEAD PERSON	12	8.25	9.50	5.44 - 9.61	7.17	4.50	- 9.00
(201.362-010)	LEGAL SECRETARY	401	8.11	7.75	6.69 - 9.36	5.74	3.64	- 9.50
(100.167-026)	LIBRARIAN, LAW	4	10.64	7.64	4.81 - 19.44	NA	NA	NA
(249.367-046)	LIBRARY ASSISTANT	6	5.25	5.38	4.85 - 5.78	NA	NA	NA
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	283	8.74	8.67	8.03 - 9.97	7.22	5.55	- 8.73
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	143	7.85	7.58	7.25 - 8.50	6.58	4.50	- 8.00
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	258	8.07	7.90	7.25 - 8.58	7.19	6.00	- 8.20
(379.667-014)	LIFEGUARD	20	4.12	4.00	4.00 - 4.25	NA	NA	NA
(821.261-014)	LINE MAINTAINER	31	16.70	16.90	15.64 - 17.80	NA	NA	NA
(821.361-026)	LINE REPAIRER	74	17.55	18.09	15.62 - 18.47	14.40	10.93	- 18.29

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(821.131-014)	LINE SUPERVISOR	13	18.12	17.75	16.62 - 20.04	NA	NA	NA
(912.687-010)	LINE-SERVICE ATTENDANT	41	6.45	6.00	5.37 - 8.00	4.58	4.25 - 5.00	
(222.387-030)	LINEN-ROOM ATTENDANT	9	5.97	6.05	6.02 - 6.05	NA	NA	NA
(906.683-014)	LIQUID-FERTILIZER SERVICER	16	5.84	5.50	5.00 - 6.00	NA	NA	NA
(410.674-018)	LIVESTOCK YARD ATTENDANT	51	4.88	4.00	4.00 - 5.00	NA	NA	NA
(932.683-014)	LOADING MACHINE OPERATOR	24	12.43	13.21	10.00 - 15.68	NA	NA	NA
(249.367-050)	LOAN CLOSER	11	9.74	9.36	7.75 - 11.47	NA	NA	NA
(186.267-018) ■ LOAN OFFICER		217	13.55	12.50	10.21 - 16.43	8.31	4.00 - 14.42	
(709.281-010)	LOCKSMITH	5	6.24	5.00	5.00 - 8.10	NA	NA	NA
(455.367-010)	LOG GRADER	4	6.71	7.00	5.01 - 8.12	NA	NA	NA
(921.683-058) ■ LOG LOADER		13	11.88	12.00	9.61 - 14.00	10.04	7.20 - 13.00	
(455.487-010)	LOG SCALER	6	9.73	10.42	7.87 - 10.91	7.19	6.30 - 8.08	
(454.684-018) ■ LOGGER, ALL AROUND		56	11.99	12.00	11.00 - 13.37	10.16	7.00 - 15.00	
(929.683-010) ■ LOGGING TRACTOR OPERATOR		16	12.88	12.25	11.25 - 12.50	NA	NA	NA
(915.583-010)	LOT ATTENDANT	5	4.28	3.46	3.46 - 5.50	NA	NA	NA
(915.687-018)	LUBRICATION SERVICER	6	7.03	5.50	4.18 - 11.46	NA	NA	NA
(929.687-031)	LUMBER YARD MANAGER	5	8.64	9.23	7.74 - 9.24	NA	NA	NA
(209.587-026)	MAIL CLERK	87	6.45	5.25	4.50 - 7.00	4.84	3.65 - 9.00	
(222.587-030)	MAILER	3	4.27	4.15	4.15 - 4.50	NA	NA	NA
(860.281-010)	MAINTENANCE CARPENTER	16	8.18	7.39	6.00 - 11.31	7.07	3.50 - 11.92	
(829.281-014) ■ MAINTENANCE ELECTRICIAN		65	13.20	11.92	11.92 - 14.50	12.05	7.00 - 16.35	
(600.280-042)	MAINTENANCE MACHINIST	13	10.91	10.85	8.37 - 14.03	NA	NA	NA
(620.281-046)	MAINTENANCE MECHANIC	12	7.60	7.50	5.18 - 9.62	7.31	5.00 - 10.10	

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(638.131-022)	MAINTENANCE MECHANIC SUPERVISOR	13	11.48	11.76	8.64 - 13.38	7.82	5.54 - 10.53
(822.281-018)	MAINTENANCE MECHANIC, TELEPHONE	21	16.24	16.68	16.68 - 16.68	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	267	7.64	7.00	5.70 - 9.23	6.05	2.88 - 12.68
(891.137-010)	MAINTENANCE SUPERVISOR	5	17.91	24.82	6.66 - 25.71	NA	NA NA
(161.167-010)	MANAGEMENT ANALYST	4	12.59	11.55	7.37 - 18.84	NA	NA NA
(189.167-018)	MANAGEMENT TRAINEE	95	5.31	4.80	4.40 - 5.64	5.11	3.80 - 16.67
(163.167-010) ■	MANAGER, ADVERTISING	20	12.04	10.68	7.12 - 16.84	9.72	4.69 - 16.10
(184.117-026)	MANAGER, AIRPORT	4	10.44	8.94	4.87 - 17.48	NA	NA NA
(186.167-018)	MANAGER, APARTMENT HOUSE	6	7.96	8.41	5.58 - 9.58	4.94	4.04 - 5.77
(185.167-058) ■	MANAGER, AUTO SERVICE DEPARTMENT	33	9.70	9.23	8.04 - 11.77	6.37	4.04 - 9.00
(185.167-014) ■	MANAGER, AUTOMOBILE SERVICE STATION	34	9.12	9.11	6.35 - 11.08	7.45	4.81 - 9.23
(184.117-034)	MANAGER, AUTOMOTIVE SERVICES	3	15.04	14.54	6.48 - 24.09	NA	NA NA
(186.117-034)	MANAGER, BROKERAGE OFFICE	6	10.50	7.03	6.02 - 18.23	NA	NA NA
(187.167-070)	MANAGER, CASINO	4	7.57	7.25	6.07 - 9.37	NA	NA NA
(163.167-014)	MANAGER, CIRCULATION	6	12.03	8.37	5.54 - 21.80	7.29	4.15 - 16.10
(168.167-054)	MANAGER, CREDIT AND COLLECTION	35	12.66	10.68	8.40 - 14.77	9.45	4.62 - 18.08
(299.137-010)	MANAGER, DEPARTMENT	22	8.03	7.05	6.61 - 8.52	5.71	1.15 - 10.38
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	15	12.53	10.19	7.08 - 16.50	9.70	4.90 - 18.75
(166.167-030) ■	MANAGER, EMPLOYMENT	436	10.50	10.10	7.48 - 12.00	8.42	2.88 - 20.88
(185.137-010) ■	MANAGER, FAST FOOD SERVICES	83	7.37	6.92	5.29 - 8.77	5.98	3.35 - 11.54
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	128	16.58	15.38	11.12 - 20.43	11.23	4.00 - 20.00
(187.167-106)	MANAGER, FOOD SERVICE	51	10.81	7.93	6.63 - 9.46	14.60	4.50 - 78.00
(187.167-114)	MANAGER, GOLF CLUB	8	14.14	13.40	7.49 - 21.99	11.72	7.21 - 14.50

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(162.167-010)	MANAGER, GRAIN ELEVATOR	19	12.46	11.54	9.62 - 15.39	9.42	8.65 - 10.38
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	106	11.71	10.79	8.06 - 14.24	7.99	3.46 - 11.54
(186.167-034)	MANAGER, INSURANCE OFFICE	11	16.65	15.20	11.54 - 22.49	13.28	4.94 - 23.45
(184.117-046)	MANAGER, IRRIGATION DISTRICT	12	12.50	12.81	11.19 - 15.45	9.90	9.00 - 12.01
(369.167-010)	MANAGER, LAUNDROMAT	7	8.77	7.00	6.56 - 15.00	NA	NA NA
(186.117-046)	MANAGER, LEASING	8	12.97	11.45	8.56 - 18.37	10.43	5.77 - 14.73
(187.167-126)	■ MANAGER, LIQUOR ESTABLISHMENT	46	6.98	6.96	5.09 - 8.39	5.70	2.52 - 9.00
(320.137-014)	■ MANAGER, LODGING FACILITIES	175	7.57	6.63	5.00 - 8.80	6.61	2.16 - 32.32
(185.167-034)	■ MANAGER, MERCHANDISE	57	9.94	9.23	7.20 - 12.12	7.37	3.73 - 16.15
(169.167-034)	■ MANAGER, OFFICE	1,002	9.91	8.75	7.00 - 11.50	7.34	3.13 - 23.08
(185.167-038)	■ MANAGER, PARTS	30	8.46	8.35	6.72 - 10.10	6.32	4.36 - 9.25
(183.117-014)	MANAGER, PLANT	49	14.91	13.70	11.15 - 18.83	11.84	4.00 - 21.64
(184.167-074)	MANAGER, PRODUCTION	3	11.54	11.54	7.50 - 15.58	NA	NA NA
(186.167-046)	MANAGER, PROPERTY	8	14.63	12.71	6.27 - 17.85	NA	NA NA
(185.167-046)	■ MANAGER, RETAIL STORE	938	8.86	8.08	6.00 - 10.50	7.01	1.85 - 15.38
(012.167-058)	MANAGER, SAFETY	12	14.71	16.04	9.25 - 18.37	10.21	4.00 - 15.58
(163.167-018)	■ MANAGER, SALES	153	12.37	11.25	8.58 - 14.81	7.88	3.30 - 19.04
(184.117-062)	■ MANAGER, STATION	3	13.08	12.12	12.12 - 15.00	NA	NA NA
(187.167-154)	MANAGER, THEATER	14	7.79	7.68	6.40 - 9.45	NA	NA NA
(184.167-094)	MANAGER, TRAFFIC	33	11.84	12.00	8.45 - 14.71	9.03	5.00 - 14.22
(184.167-110)	MANAGER, TRUCK TERMINAL	5	11.15	12.00	8.89 - 12.98	8.24	4.00 - 10.56
(184.167-114)	■ MANAGER, WAREHOUSE	10	12.07	12.13	9.36 - 15.09	8.98	4.50 - 16.15
(638.261-018)	MANUFACTURERS SERVICE REPRESENTATIVE	12	10.00	10.25	8.12 - 11.35	NA	NA NA

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(050.067-014)	MARKET RESEARCH ANALYST	24	6.40	4.50	4.50 - 7.12	10.30	6.00 - 17.78
(334.374-010)	MASSEUR/MASSEUSE	6	7.60	7.53	6.25 - 8.45	NA	NA NA
(929.687-030)●	MATERIAL HANDLER	138	8.06	7.70	5.97 - 10.21	5.95	4.00 - 13.32
(222.684-010)	MEAT CLERK	24	8.18	8.65	6.97 - 9.29	6.17	3.80 - 9.49
(316.684-018)	MEAT CUTTER	121	8.52	8.65	6.00 - 10.94	5.69	4.00 - 13.13
(920.587-017)	MEAT PACKAGER	49	6.71	6.00	4.79 - 8.87	4.59	3.80 - 5.32
(620.684-014) ■	MECHANIC, AUTOMOBILE	212	5.87	5.50	4.50 - 6.50	4.91	3.75 - 9.00
(621.281-014)	MECHANIC, AIRCRAFT	76	10.82	11.00	9.50 - 12.37	8.04	7.00 - 9.62
(638.261-022)	MECHANIC, AUTOMATIC PINSETTER	10	6.42	6.00	4.00 - 8.20	4.73	3.50 - 7.00
(620.261-010)●■	MECHANIC, AUTOMOBILE	821	9.23	9.00	6.50 - 12.00	6.92	3.80 - 14.69
(620.381-010)	MECHANIC, AUTOMOBILE RADIATOR	13	7.84	6.50	6.00 - 9.70	NA	NA NA
(620.261-022)●	MECHANIC, CONSTRUCTION EQUIPMENT	33	12.38	11.00	8.67 - 13.50	NA	NA NA
(625.281-010) ■	MECHANIC, DIESEL	437	11.18	11.69	9.00 - 13.50	7.78	4.00 - 14.36
(828.281-010)●	MECHANIC, ELECTRONICS	95	13.76	15.91	9.50 - 16.59	7.59	5.71 - 11.25
(638.281-014) ■	MECHANIC, MAINTENANCE	307	10.21	10.00	7.50 - 13.00	7.59	4.00 - 14.06
(637.261-026)	MECHANIC, REFRIGERATION	7	10.27	10.50	10.00 - 12.20	NA	NA NA
(625.281-034) ■	MECHANIC, SMALL-ENGINE	40	6.16	5.17	4.50 - 7.97	4.91	4.00 - 7.00
(620.281-062)	MECHANIC, TRANSMISSION	15	7.31	7.00	3.35 - 10.00	9.17	8.00 - 10.50
(007.161-026)	MECHANICAL-ENGINEERING TECHNICIAN	5	10.33	7.69	7.08 - 14.89	8.14	5.50 - 12.00
(079.367-010)	MEDICAL ASSISTANT	162	7.71	7.15	6.12 - 8.77	6.08	4.00 - 11.54
(078.381-010)	MEDICAL LABORATORY ASSISTANT	41	7.74	7.50	6.96 - 8.48	7.30	4.94 - 9.50
(245.362-010)	MEDICAL RECORD CLERK	133	6.10	5.82	5.18 - 6.81	5.17	3.80 - 8.61
(079.367-014)	MEDICAL RECORD TECHNICIAN	4	6.80	6.75	5.94 - 7.68	6.25	5.00 - 7.00

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(201.362-014)	MEDICAL SECRETARY	290	7.15	7.03	6.20 - 8.00	5.61	3.60 - 8.00
(078.361-014)	MEDICAL TECHNOLOGIST	188	11.71	11.34	10.34 - 13.60	9.18	6.30 - 11.37
(189.167-026)	MEMBERSHIP DIRECTOR	5	7.77	6.92	5.77 - 10.19	NA	NA NA
(201.362-018)	■ MEMBERSHIP SECRETARY	43	5.74	5.00	4.50 - 7.63	6.01	3.80 - 9.85
(293.357-022)	■ MEMBERSHIP SOLICITOR	20	7.69	7.33	5.02 - 10.85	6.30	2.88 - 11.16
(239.567-010)	MESSENGER	135	5.27	5.00	4.20 - 6.25	4.46	3.23 - 7.10
(209.567-010)	METER READER	47	9.29	8.62	7.92 - 10.30	9.68	6.97 - 14.42
(041.061-058)	MICROBIOLOGIST	3	9.67	10.00	8.50 - 10.50	NA	NA NA
(521.682-026)	MILL OPERATOR	8	5.55	5.65	5.45 - 5.65	NA	NA NA
(638.281-018)	MILLWRIGHT	58	12.00	11.75	9.96 - 14.28	7.95	6.30 - 10.00
(899.484-010)	MOBILE-HOME-LOT UTILITY WORKER	26	7.00	7.10	5.65 - 8.00	5.58	4.00 - 10.00
(249.382-010)	■ MORTGAGE CLERK	75	7.01	6.87	6.00 - 7.69	5.63	4.00 - 8.65
(203.382-022)	MORTGAGE-PROCESSING CLERK	13	6.75	6.70	5.91 - 7.53	NA	NA NA
(960.362-010)	MOTION PICTURE PROJECTIONIST	6	5.17	5.00	5.00 - 5.25	NA	NA NA
(249.167-014)	■ MOTOR VEHICLE DISPATCHER	58	11.46	10.59	8.61 - 13.21	7.07	4.38 - 11.00
(620.281-054)	■ MOTORCYCLE REPAIRER	7	6.40	6.00	5.00 - 7.50	4.45	3.85 - 5.00
(807.664-010)	■ MUFFLER AND EXHAUST INSTALLER	15	6.17	6.00	5.00 - 7.00	NA	NA NA
(152.041-010)	MUSICIAN, INSTRUMENTAL	13	27.62	34.15	20.82 - 34.15	NA	NA NA
(205.362-026)	NEW-ACCOUNTS CLERK	42	7.85	7.22	6.11 - 8.65	5.53	4.04 - 7.85
(184.167-014)	NEWS DIRECTOR	12	11.21	11.78	7.30 - 13.88	9.12	5.77 - 13.46
(131.267-010)	NEWSCASTER	17	9.18	8.53	7.05 - 11.10	NA	NA NA
(355.674-014)	NURSE AIDE/ORDERLY	2,868	4.93	4.41	4.30 - 5.60	4.81	3.35 - 7.40
(075.264-010)	NURSE PRACTITIONER	54	10.67	10.24	7.48 - 13.54	10.58	4.00 - 15.00

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(075.127-018)	NURSE, HEAD	82	15.38	14.12	13.40 - 18.33	11.84	10.00 - 15.60
(075.121-010)	NURSE, INSTRUCTOR	182	15.59	16.02	15.26 - 16.67	10.77	7.50 - 17.16
(079.374-014)	NURSE, LICENSED PRACTICAL	24	7.72	8.00	7.07 - 8.00	NA	NA NA
(075.374-018)	■ NURSE, PRIVATE DUTY	81	10.39	10.81	7.00 - 13.75	8.29	3.80 - 15.00
(075.374-010)	NURSE, REGISTERED	8	13.50	15.00	11.62 - 15.00	NA	NA NA
(075.127-022)	NURSE, SUPERVISOR	86	16.00	14.56	13.54 - 18.36	13.30	8.00 - 20.76
(070.101-054)	OBSTETRICIAN	5	56.16	46.16	46.15 - 71.15	NA	NA NA
(076.121-010)	OCCUPATIONAL THERAPIST	25	13.55	13.50	12.50 - 15.25	11.35	8.00 - 15.00
(355.377-010)	OCCUPATIONAL THERAPY AIDE	5	6.51	6.43	5.64 - 7.41	5.46	4.50 - 6.11
(633.281-018)●	OFFICE MACHINE SERVICER	76	8.40	8.25	6.92 - 8.75	5.85	4.55 - 7.50
(651.482-010)	OFFSET-PRESS OPERATOR	24	10.31	11.90	7.62 - 12.59	6.21	5.00 - 7.05
(170.170-000)	ONE-PERSON OFFICE WORKER	398	6.49	6.24	5.00 - 7.46	5.08	2.31 - 9.23
(859.683-010)	■ OPERATING ENGINEER	81	12.16	12.00	11.00 - 13.43	10.08	5.77 - 14.95
(186.167-050)	OPERATIONS OFFICER	19	12.57	11.11	8.17 - 17.70	6.25	5.28 - 8.33
(070.101-058)	OPHTHALMOLOGIST	5	61.84	57.69	44.04 - 81.72	NA	NA NA
(716.280-014)	OPTICIAN, OPTICAL MECHANIC	8	9.73	8.40	5.87 - 12.00	5.16	4.50 - 5.98
(716.280-008)	OPTICIAN, PRECISION LENS TECHNICIAN	32	8.25	7.50	6.61 - 9.50	5.65	4.50 - 7.21
(079.364-014)	OPTOMETRIC ASSISTANT	28	6.86	6.07	5.63 - 7.96	4.95	4.00 - 6.21
(079.101-018)	OPTOMETRIST	22	23.03	19.23	8.40 - 32.18	20.75	6.21 - 40.00
(249.367-054)	ORDER CLERK	105	7.22	6.80	5.92 - 8.00	5.14	3.85 - 8.00
(920.587-018)	■ PACKAGER, HAND	63	6.48	6.00	4.91 - 8.00	4.68	3.35 - 6.00
(840.381-010)	PAINTER	12	9.82	10.93	8.00 - 11.92	8.11	4.00 - 11.92
(970.381-022)	PAINTER, HAND	5	5.85	5.94	4.92 - 6.72	NA	NA NA

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(1741.684-026)	PAINTER, SPRAY	32	5.54	4.50	4.25 - 6.56	5.57	4.00 - 8.09
(1939.362-014)	PANELBOARD OPERATOR	22	13.88	14.20	12.45 - 15.68	12.58	10.00 - 16.75
(1119.267-026)	PARALEGAL ASSISTANT	110	9.73	9.29	7.94 - 11.40	7.75	3.04 - 15.00
(915.473-010)	PARKING LOT ATTENDANT	12	4.37	4.00	4.00 - 4.53	4.15	4.00 - 4.33
(222.367-042)	PARTS CLERK	12	6.36	6.12	5.81 - 6.75	5.33	5.00 - 5.50
(070.061-010)	PATHOLOGIST	8	65.50	66.82	56.73 - 76.92	NA	NA NA
(191.157-010)	■ PAWNBROKER	14	6.99	6.75	4.21 - 9.66	NA	NA NA
(215.482-010)	PAYROLL CLERK	164	7.52	7.00	6.00 - 8.46	5.80	2.89 - 13.50
(1309.674-014)	PERSONAL ATTENDANT	15	4.69	4.51	4.16 - 5.00	4.34	3.50 - 5.00
(209.362-026)	PERSONNEL CLERK	8	7.61	7.32	6.96 - 8.54	NA	NA NA
(074.161-010)	PHARMACIST	152	16.55	16.87	15.00 - 18.68	13.22	6.92 - 18.00
(074.387-010)	PHARMACY HELPER	62	7.00	6.32	5.71 - 7.37	5.88	4.00 - 18.50
(976.687-018)	■ PHOTOFINISHING LABORATORY WORKER	10	5.11	5.17	4.93 - 5.50	4.48	3.95 - 5.50
(1972.382-014)	PHOTOGRAPHER, LITHOGRAPHIC	7	9.06	8.00	7.00 - 11.91	5.74	5.00 - 7.44
(143.062-030)	PHOTOGRAPHER, STILL	8	5.50	4.75	4.50 - 7.12	5.33	5.00 - 6.00
(143.062-034)	PHOTOJOURNALIST	16	7.88	6.76	6.41 - 9.98	5.64	4.33 - 9.14
(650.582-022)	PHOTOTYPESETTING SPECIALIST	10	8.15	7.34	5.43 - 11.73	NA	NA NA
(076.121-014)	PHYSICAL THERAPIST	75	16.72	14.77	13.78 - 16.33	14.18	8.66 - 25.00
(355.354-010)	PHYSICAL THERAPY AIDE	63	6.37	6.25	5.54 - 7.05	5.32	4.05 - 7.05
(079.364-018)	PHYSICAN, ASSISTANT	23	16.62	15.00	12.50 - 25.00	12.63	5.00 - 19.23
(012.167-050)	PLANNER, PRODUCTION	14	12.35	11.50	9.00 - 13.70	10.60	6.00 - 20.19
(214.482-023)	POLICY RATER, COMMERCIAL PROP & CAS	8	9.87	8.66	8.14 - 10.88	NA	NA NA
(214.482-022)	POLICY RATER, PERSONAL LINES	20	7.36	7.09	6.13 - 7.99	4.92	3.75 - 6.35

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(219.362-042)	POLICY-CHANGE CLERK	21	7.46	7.00	5.60 - 8.88	5.67	3.50 - 11.27
(249.262-010)	POLICYHOLDER INFORMATION CLERK	27	8.31	8.00	7.38 - 9.00	5.68	3.96 - 6.75
(915.687-022)	PORTER, USED CAR LOT (LOT PERSON)	7	4.53	5.00	3.80 - 5.00	4.27	3.80 - 5.00
(216.587-014)	POSTING CLERK	6	6.38	5.50	5.08 - 8.45	NA	NA NA
(189.117-026)	PRESIDENT	26	12.59	10.73	6.75 - 14.63	7.89	5.77 - 9.65
(090.117-034)	PRESIDENT, EDUCATIONAL INSTITUTION	6	14.90	11.92	8.27 - 19.76	8.88	6.00 - 11.42
(186.117-054)	PRESIDENT, FINANCIAL INSTITUTION	10	23.13	21.92	16.49 - 29.35	18.26	14.42 - 22.68
(651.362-010)	PRESS OPERATOR	17	10.60	11.16	9.68 - 12.40	7.68	5.00 - 10.95
(979.684-026)	PRINT SHOP HELPER	8	6.28	5.25	5.00 - 7.93	5.00	4.00 - 7.00
(976.682-014)	PRINTER OPERATOR, BLACK-AND-WHITE	15	8.09	7.25	7.25 - 7.25	5.67	5.00 - 6.00
(249.367-066)	PROCUREMENT CLERK	9	8.67	7.20	6.50 - 10.40	NA	NA NA
(299.137-011)	PRODUCE MANAGER	6	7.83	7.00	6.25 - 9.75	NA	NA NA
(221.382-018)	PRODUCTION CLERK	29	7.04	6.00	5.04 - 8.31	5.64	4.00 - 9.27
(609.685-018)	■ PRODUCTION MACHINE OPERATOR	56	7.72	7.12	5.81 - 10.10	5.04	3.65 - 6.50
(652.137-010)	PRODUCTION MANAGER, REPRODUCTION	40	6.34	4.38	4.38 - 5.00	8.43	6.00 - 12.15
(699.130-010)	PRODUCTION SUPERVISOR	14	13.43	12.02	9.15 - 18.08	10.55	5.50 - 16.73
(195.227-010)	PROGRAM AIDE, GROUP WORK	8	5.53	5.00	5.00 - 5.19	5.40	5.00 - 6.00
(962.167-014)	PROGRAM ASSISTANT	13	7.03	7.11	4.85 - 8.91	NA	NA NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	46	10.88	9.86	7.48 - 12.81	8.28	4.00 - 18.00
(189.117-030)	PROJECT DIRECTOR	6	13.79	14.04	11.15 - 16.67	10.59	6.92 - 15.65
(217.382-010)	PROOF-MACHINE OPERATOR	53	6.22	5.86	5.07 - 7.16	4.74	3.80 - 5.77
(209.687-010)	■ PROOFREADER	6	4.51	3.85	3.80 - 5.68	NA	NA NA
(930.382-018)	PROSPECTING DRILLER	173	13.24	13.73	10.70 - 15.08	10.10	5.77 - 13.50

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(078.261-022)	PROSTHETIST	6	12.00	10.00	10.00 - 15.94	NA	NA NA
(822.361-018)	■ PROTECTIVE-SIGNAL INSTALLER	5	6.89	6.25	5.34 - 8.75	NA	NA NA
(045.107-022)	PSYCHOLOGIST, CLINICAL	14	18.62	19.16	11.85 - 24.18	NA	NA NA
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	33	10.94	10.48	8.38 - 12.86	9.16	4.62 - 16.56
(630.281-018)	PUMP SERVICER	9	8.26	9.45	6.50 - 9.75	NA	NA NA
(914.682-010)	■ PUMPER	28	10.74	11.25	8.65 - 13.14	8.47	5.98 - 10.50
(162.157-038)	PURCHASING AGENT	215	9.79	9.15	7.00 - 12.02	7.64	3.80 - 13.86
(976.267-010)	QUALITY-CONTROL TECHNICIAN	8	8.61	8.65	7.70 - 9.92	NA	NA NA
(823.261-018)●	RADIO MECHANIC	14	8.26	7.50	6.50 - 10.01	NA	NA NA
(070.101-090)	RADIOLOGIST	16	67.25	86.00	33.84 - 99.99	NA	NA NA
(237.367-038)	RECEPTIONIST	748	6.11	6.00	5.00 - 7.00	5.07	3.50 - 9.40
(195.227-014)	RECREATION LEADER	13	4.91	4.40	4.15 - 5.65	4.50	4.10 - 5.00
(341.367-010)	RECREATION-FACILITY ATTENDANT	30	5.30	5.00	3.80 - 5.84	4.47	3.80 - 5.00
(827.361-014)	REFRIGERATION MECHANIC	4	8.90	9.00	6.70 - 11.00	NA	NA NA
(075.374-014)	REGISTERED NURSE, CLINIC	390	12.29	11.50	9.75 - 14.69	8.91	5.00 - 16.00
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	1,111	12.76	11.94	11.94 - 13.49	10.45	8.15 - 12.07
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	196	11.74	11.26	10.35 - 12.28	10.15	9.00 - 12.00
(131.267-018)	REPORTER	42	8.15	6.89	6.04 - 10.13	6.09	5.00 - 9.14
(976.361-010)	REPRODUCTION TECHNICIAN	9	5.03	5.00	4.37 - 5.50	4.56	3.80 - 5.00
(667.682-058)	RESAW OPERATOR	8	8.22	9.01	6.90 - 9.33	5.53	4.00 - 6.30
(109.267-010)	RESEARCH ASSISTANT	22	7.16	8.24	4.75 - 9.00	6.08	4.75 - 7.50
(313.131-014)	■ RESTAURANT CHEF	688	5.81	5.50	5.00 - 6.25	5.05	3.80 - 9.38
(930.382-026)	ROTARY DRILLER	11	17.16	14.04	13.50 - 23.66	NA	NA NA

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(869.684-046)	ROUSTABOUT	56	8.38	8.00	8.00 - 9.00	7.13	6.50 - 7.50
(292.353-010) ●	ROUTE DRIVER	544	6.88	5.57	4.00 - 8.75	4.83	3.50 - 9.23
(168.167-078)	SAFETY INSPECTOR	6	16.23	17.13	15.32 - 17.40	NA	NA NA
(251.257-010) ■	SALES AGENT, FINANCIAL SERVICES	26	8.21	7.06	5.80 - 9.84	5.77	5.50 - 6.81
(250.257-010) ■	SALES AGENT, INSURANCE	74	10.34	8.14	6.16 - 13.41	7.35	2.88 - 17.30
(250.357-018) ■	SALES AGENT, REAL ESTATE	19	17.72	16.35	9.62 - 32.05	NA	NA NA
(290.477-014) ■	SALES CLERK	232	4.50	4.22	4.00 - 5.00	4.03	2.50 - 5.25
(290.477-018)	SALES CLERK, FOOD	233	5.58	5.00	4.25 - 6.28	4.29	3.75 - 7.50
(250.357-022)	SALES REPRESENTATIVE	18	4.50	3.17	3.17 - 4.50	6.22	4.00 - 8.89
(254.357-014) ■	SALES REPRESENTATIVE, ADVERTISING	51	9.02	8.65	5.18 - 11.54	5.40	4.33 - 7.50
(279.357-014) ■	SALES REPRESENTATIVE, GENERAL MDSE	673	10.27	9.52	6.00 - 12.52	7.64	2.50 - 24.04
(277.457-010)	SALESPERSON, ART OBJECTS	8	4.71	4.47	4.06 - 5.37	NA	NA NA
(273.353-010)	SALESPERSON, AUTOMOBILE	8	9.02	8.57	6.41 - 11.56	NA	NA NA
(270.357-030)	SALESPERSON, FURNITURE	14	7.24	6.92	5.00 - 9.23	NA	NA NA
(279.357-054) ■	SALESPERSON, GENERAL MERCHANDISE	2,961	5.87	5.00	4.20 - 6.50	4.60	1.15 - 11.08
(279.357-058)	SALESPERSON, JEWELRY	11	6.47	5.83	5.50 - 7.62	4.77	3.50 - 6.35
(279.357-062)	SALESPERSON, PARTS	85	6.84	6.50	5.00 - 8.08	5.81	3.80 - 14.50
(701.381-014)	SAW FILER	9	10.38	10.25	9.85 - 11.12	8.39	6.00 - 11.25
(667.686-014)	SAWMILL WORKER	41	7.39	7.45	6.50 - 8.85	6.08	4.50 - 7.00
(979.684-034)	SCREEN PRINTER/DECORATOR	3	5.29	5.00	4.61 - 6.25	NA	NA NA
(201.362-030)	SECRETARY	1,275	6.65	6.26	5.25 - 7.50	5.23	2.90 - 13.85
(372.667-034) ●	SECURITY GUARD	287	6.16	5.71	5.00 - 7.00	5.23	2.77 - 10.39
(369.677-010)	SELF-SERVE LAUNDRY/DRY CLEAN. ATTENDANT	21	3.82	3.80	3.80 - 4.12	NA	NA NA

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(221.367-070)	SERVICE CLERK	10	9.08	9.20	8.32 - 9.96	NA	NA NA
(807.381-022)	SERVICE MECHANIC	6	8.07	8.60	5.86 - 9.81	NA	NA NA
(959.574-010)	SERVICE REPRESENTATIVE	31	14.63	15.29	11.00 - 15.85	11.33	4.50 - 23.11
(915.467-010)	SERVICE STATION ATTENDANT	186	5.17	5.00	4.00 - 5.50	4.20	3.00 - 5.50
(955.362-010)	SEWAGE PLANT OPERATOR	8	7.55	7.59	5.48 - 9.63	NA	NA NA
(787.682-046)	■ SEWING MACHINE OPERATOR	31	5.42	4.80	4.50 - 6.40	4.34	4.00 - 4.50
(389.667-010)	■ SEXTON	7	7.53	8.03	7.50 - 8.96	NA	NA NA
(804.281-010)	SHEET METAL WORKER	26	9.80	10.00	6.12 - 12.12	NA	NA NA
(222.387-050)	SHIPPING AND RECEIVING CLERK	315	6.53	6.25	5.00 - 7.88	4.99	3.50 - 9.82
(365.361-014)	SHOE REPAIRER	7	4.83	5.00	4.50 - 5.25	4.45	3.80 - 5.00
(313.361-022)	■ SHORT-ORDER COOK	1,094	5.02	5.00	4.40 - 5.50	4.36	3.35 - 7.00
(869.381-026)	SIGN ERECTOR	28	8.21	6.87	5.00 - 10.86	5.31	3.85 - 8.09
(979.684-030)	SILK-SCREEN PRINTER	10	5.17	4.70	4.37 - 6.06	NA	NA NA
(732.364-014)	SKI BINDING FITTER & REPAIRER	7	5.82	5.00	5.00 - 6.50	NA	NA NA
(955.687-014)	SNOW SHOVELER	24	7.10	6.25	5.25 - 8.22	NA	NA NA
(195.107-022)	SOCIAL WORKER, GROUP	40	5.95	5.69	5.40 - 6.41	6.09	3.80 - 8.65
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	210	9.17	8.42	6.89 - 11.30	7.74	3.80 - 12.89
(195.107-034)	■ SOCIAL WORKER, PSYCHIATRIC	26	6.94	5.63	5.58 - 8.65	6.69	5.00 - 9.60
(319.474-010)	SODA DISPENSER	59	4.07	3.85	3.80 - 4.20	3.77	3.50 - 3.85
(040.061-054)	SOIL CONSERVATIONIST	19	7.46	7.00	6.00 - 8.77	6.41	4.00 - 8.16
(813.684-022)	SOLDERER, PRODUCTION LINE	58	5.18	5.00	4.50 - 5.50	4.50	4.00 - 5.00
(166.167-046)	SPECIAL AGENT	30	12.71	14.00	11.88 - 14.00	9.47	5.77 - 11.54
(408.684-014)	SPRAYER, HAND	14	5.93	6.00	5.00 - 6.12	NA	NA NA

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(410.674-022)	STABLE ATTENDANT	3	4.38	5.00	3.13 - 5.00	NA	NA NA
(219.362-058)	STATEMENT CLERK	4	7.67	6.21	5.33 - 11.46	NA	NA NA
(216.382-062)	STATISTICAL CLERK	28	7.11	6.00	5.00 - 8.95	5.26	3.85 - 9.06
(202.362-014)	STENOGRAPHER	56	8.39	8.04	6.79 - 10.14	5.81	3.85 - 9.23
(222.387-058) ■ STOCK CLERK		298	5.98	5.00	4.50 - 7.00	5.24	3.35 - 14.66
(299.367-014) ■ STOCK CLERK, SELF-SERVICE STORE		28	4.75	4.25	3.85 - 4.43	3.72	3.50 - 3.85
(219.367-034)	STOCK-CONTROL CLERK	9	6.95	6.60	6.00 - 8.07	6.68	5.90 - 8.50
(922.687-058)	STORES LABORER	205	7.78	7.50	6.00 - 9.15	5.49	3.80 - 10.58
(971.381-050)	STRIPPER (PRINTING & PUBLISHING)	13	11.29	12.00	11.00 - 12.40	NA	NA NA
(187.167-190)	SUPERINTENDENT, BUILDING	9	9.00	8.50	6.34 - 10.47	NA	NA NA
(182.167-026)	SUPERINTENDENT, CONSTRUCTION	7	8.36	7.50	6.50 - 10.00	NA	NA NA
(181.117-014)	SUPERINTENDENT, MINE	13	22.38	18.60	17.66 - 24.10	24.13	16.44 - 32.69
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	45	12.81	12.97	10.03 - 15.38	10.05	5.20 - 18.62
(899.133-010)	SUPERVISOR, LABOR GANG	30	15.09	11.53	8.39 - 20.19	7.01	3.27 - 8.65
(638.131-026)	SUPERVISOR, MECHANICAL MAINTANENCE	8	10.43	10.50	8.73 - 12.12	NA	NA NA
(862.131-022)	SUPERVISOR, OIL FIELD	4	11.81	13.19	8.48 - 13.75	NA	NA NA
(939.131-014)	SUPERVISOR, PETROLEUM PRODUCTION	8	13.37	11.83	10.06 - 17.32	NA	NA NA
(669.130-026)	SUPERVISOR, SAW MILL	7	9.59	10.50	8.00 - 11.08	NA	NA NA
(365.131-010)	SUPERVISOR, SHOE REPAIR	11	13.23	14.42	11.54 - 15.38	NA	NA NA
(187.137-014)	SUPERVISOR, VOLUNTEER SERVICES	4	8.09	8.45	6.56 - 9.25	7.16	5.00 - 9.00
(184.167-270)	SUPERVISOR, WATER CONTROL	3	10.83	11.07	7.00 - 14.42	NA	NA NA
(070.101-094) ■ SURGEON		28	46.92	41.67	34.62 - 67.59	41.35	9.00 - 99.99
(205.367-054) ■ SURVEY WORKER		84	6.35	6.22	5.70 - 6.22	NA	NA NA

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(018.167-034)	SURVEYOR ASSISTANT, INSTRUMENTS	39	8.90	8.57	8.00 - 10.00	7.55	5.00 - 11.00
(869.567-010)	SURVEYOR HELPER	74	6.79	6.12	5.25 - 8.00	6.28	4.00 - 10.13
(003.167-062)	SYSTEMS ENGINEER, EXP.	7	11.44	12.40	7.50 - 13.50	10.37	6.25 - 13.87
(785.261-014)	■ TAILOR	18	5.13	5.00	4.36 - 6.00	4.51	3.80 - 5.00
(605.380-010)	TAPE CONTROL MACHINE OPERATOR	31	7.32	8.10	6.55 - 8.10	NA	NA NA
(913.463-018)	■ TAXI DRIVER	100	6.22	6.35	6.05 - 6.65	NA	NA NA
(913.367-010)	TAXICAB STARTER	4	5.20	4.50	4.12 - 6.98	NA	NA NA
(199.261-010)	TAXIDERMIST	7	6.39	5.50	4.50 - 8.00	NA	NA NA
(099.327-010)	TEACHER AIDE	35	5.01	5.20	4.80 - 5.20	4.51	3.80 - 6.00
(099.227-030)	TEACHER, ADULT EDUCATION	5	12.42	15.00	8.54 - 15.00	NA	NA NA
(092.227-014)	TEACHER, KINDERGARTEN	4	5.52	5.55	4.54 - 6.45	5.57	5.05 - 6.06
(094.227-022)	TEACHER, MENTALLY RETARDED	69	6.28	5.70	5.20 - 6.65	5.52	4.00 - 9.21
(092.227-018)	TEACHER, PRESCHOOL	102	6.16	6.00	4.96 - 7.42	5.68	3.80 - 10.00
(091.227-010)	TEACHER, SECONDARY SCHOOL	12	7.41	6.42	5.72 - 8.96	NA	NA NA
(077.121-010)	TECHNICIAN, DIETETIC	32	9.71	9.62	6.95 - 12.65	7.53	4.64 - 13.00
(003.161-010)	TECHNICIAN, ELECTRICAL	9	12.12	11.00	10.00 - 15.00	NA	NA NA
(078.362-018)	TECHNICIAN, ELECTROCARDIOGRAPH (EKG)	21	8.09	7.60	7.52 - 9.06	7.57	4.00 - 13.50
(003.161-014)	TECHNICIAN, ELECTRONIC	96	11.64	11.93	8.18 - 15.61	9.68	4.25 - 22.50
(007.161-018)	TECHNICIAN, MECHANICAL DESIGN	22	11.54	11.02	10.54 - 14.31	7.83	5.50 - 12.00
(079.374-022)	TECHNICIAN, OPERATING-ROOM	50	8.83	7.83	7.73 - 9.46	6.98	5.54 - 8.50
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	36	10.46	10.25	7.84 - 12.35	7.24	4.50 - 12.69
(078.362-026)	TECHNICIAN, X-RAY	220	10.46	10.09	9.30 - 11.57	8.39	5.60 - 13.00
(235.662-022)	TELEPHONE OPERATOR	231	7.41	6.50	5.00 - 11.23	4.91	2.88 - 7.10

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(299.357-014)	TELEPHONE SOLICITOR	14	5.01	4.00	3.80 - 5.00	7.74	3.80 - 15.63
(720.281-018)●	TELEVISION AND RADIO REPAIRER	5	9.02	8.50	7.05 - 11.25	NA	NA NA
(821.281-010)	TELEVISION CABLE INSTALLER	5	8.62	9.20	7.00 - 9.94	NA	NA NA
(211.362-018)	TELLER	585	5.76	5.54	5.01 - 6.29	4.61	3.75 - 5.86
(211.132-010)	TELLER, HEAD	18	7.64	6.92	6.24 - 8.08	5.56	4.93 - 6.41
(203.582-054)	TERMINAL OPERATOR	32	6.59	6.73	5.81 - 7.42	5.20	4.00 - 6.50
(211.467-030)	TICKET SELLER	22	3.98	4.00	3.80 - 4.00	NA	NA NA
(344.667-010)	TICKET TAKER	10	5.33	5.87	4.50 - 6.00	4.75	4.00 - 6.00
(459.387-010)	TIMBER CRUISER	14	10.84	10.00	10.00 - 12.00	NA	NA NA
(665.482-018)	TIMBER-SIZER OPERATOR	34	8.49	8.35	7.85 - 8.90	7.86	6.00 - 12.00
(750.685-014)	TIRE RECAPPER	15	8.20	7.00	6.49 - 11.25	5.17	5.00 - 5.50
(915.684-010) ■	TIRE REPAIRER	103	6.47	6.50	5.50 - 8.00	5.00	3.80 - 10.82
(119.287-010)	TITLE EXAMINER	22	8.60	7.74	6.60 - 8.89	6.54	4.00 - 11.21
(209.367-046)	TITLE SEARCHER	6	7.40	7.28	5.19 - 9.64	5.80	4.50 - 8.00
(601.280-046)	TODL & DIE MAKER	9	10.68	11.30	9.11 - 12.75	7.34	5.50 - 8.35
(007.167-018)	TOOL PROGRAMER, NUMERICAL CONTROL	6	10.07	9.61	8.50 - 11.79	NA	NA NA
(295.357-014)	TOOL-AND-EQUIPMENT-RENTAL CLERK	38	5.16	4.55	4.00 - 5.56	4.44	3.80 - 5.77
(919.663-026)	TOW TRUCK OPERATOR	18	6.55	6.15	6.00 - 7.12	NA	NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(929.683-015)	TRAIL GROOMER	15	6.13	6.00	5.00 - 7.00	NA	NA NA
(203.582-058)	TRANSCRIBING MACHINE OPERATOR	12	7.10	6.94	5.97 - 8.32	6.29	5.00 - 7.50
(252.157-010) ■	TRAVEL AGENT	57	6.63	6.33	5.50 - 7.55	4.47	3.80 - 5.77
(186.117-070)	TREASURER, FINANCIAL INSTITUTION	13	9.09	9.23	5.76 - 11.34	7.53	4.62 - 9.65

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MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
 (DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(452.081-010)	TREE PLANTER	20	9.55	10.00	8.50 - 10.00	NA	NA NA
(408.684-018)	TREE PRUNER	18	4.55	4.50	3.80 - 4.50	NA	NA NA
(667.482-022)	TRIMMER SAWYER	11	7.48	7.00	6.30 - 9.10	NA	NA NA
(905.687-010)	TRUCK DRIVER, HELPER	6	6.63	6.75	5.18 - 8.00	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	374	11.00	10.00	7.50 - 13.73	6.96	4.50 - 16.08
(921.683-050)	TRUCK DRIVER, INDUSTRIAL	57	9.95	9.50	7.60 - 13.40	7.24	5.00 - 10.98
(906.683-022)	■ TRUCK DRIVER, LIGHT	186	7.74	7.00	5.50 - 10.00	6.10	3.50 - 13.50
(903.683-018)	TRUCK DRIVER, TANK	38	6.72	7.00	5.45 - 8.50	NA	NA NA
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	503	9.75	10.00	8.00 - 11.33	7.21	3.09 - 11.95
(169.167-058)	UNDERWRITER, AUTOMOBILE	8	9.32	9.96	6.04 - 12.16	6.94	5.13 - 9.13
(169.167-067)	UNDERWRITER, COMM. PROP. & CAS.	10	14.20	8.92	6.81 - 20.43	NA	NA NA
(169.167-064)	UNDERWRITER, LIFE	6	17.20	13.82	5.58 - 29.08	NA	NA NA
(169.167-065)	UNDERWRITER, MULTIPLE-LINE	18	8.98	8.00	7.27 - 9.43	5.45	3.80 - 7.00
(169.167-066)	■ UNDERWRITER, PERSONAL-LINE	7	7.64	7.50	6.15 - 8.09	6.00	6.00 - 6.00
(219.367-038)	UNDERWRITING CLERK	27	8.38	6.75	6.00 - 11.23	5.66	4.50 - 7.21
(620.684-034)	USED CAR RENOVATOR	21	4.59	4.50	4.00 - 4.67	3.88	3.80 - 4.00
(723.381-014)	VACUUM CLEANER REPAIRER	10	6.61	6.82	5.25 - 8.54	4.02	3.80 - 4.25
(905.687-014)	VAN-DRIVER, HELPER	21	7.74	8.50	6.50 - 8.50	5.69	5.00 - 6.50
(073.101-010)	■ VETERINARIAN	20	11.10	11.41	9.20 - 13.20	8.34	5.77 - 12.50
(186.117-078)	VICE PRESIDENT, FINANCIAL INSTITUTION	12	16.71	14.95	13.19 - 18.27	NA	NA NA
(311.477-030)	■ WAITER/WAITRESS	3,161	3.99	3.80	3.80 - 4.00	3.87	3.10 - 6.00
(311.477-018)	WAITER/WAITRESS, BAR	74	4.23	4.05	3.80 - 4.31	3.94	3.80 - 4.25
(929.137-018)	WAREHOUSE SUPERVISOR (MOTOR TRANS.)	13	10.19	8.85	8.20 - 11.89	7.30	5.00 - 12.00

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(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(363.685-010)	WEARING-APPAREL PRESSER	25	4.78	4.35	4.11 - 5.64	NA	NA NA
(359.367-014)	WEIGHT-REDUCTION SPECIALIST	9	6.98	6.25	5.75 - 7.00	7.93	4.50 - 13.30
(819.131-014)	WELD-SHOP SUPERVISOR	25	10.79	9.40	9.40 - 12.67	9.21	6.35 - 13.70
(810.384-010)	WELDER, APPRENTICE	17	5.43	5.00	4.50 - 5.25	NA	NA NA
(810.384-014)	WELDER, ARC	17	9.06	9.00	7.46 - 9.37	8.05	6.50 - 11.00
(819.384-010)	WELDER, COMBINATION	224	9.47	8.87	7.05 - 11.92	7.38	4.00 - 13.30
(811.684-014)	WELDER, GAS	13	14.03	15.14	13.83 - 15.14	NA	NA NA
(342.667-010)	WHARF ATTENDANT	6	3.85	3.85	3.80 - 3.87	NA	NA NA
(769.687-054)	WOODWORKING SHOP HAND	15	5.33	4.50	4.50 - 6.00	4.80	4.00 - 5.50
(150.000-004)	WORD PROCESSING SPECIALIST	7	6.32	6.75	6.17 - 7.20	5.62	3.08 - 6.93
(203.362-022)	WORD-PROCESSING-MACHINE OPERATOR	6	8.34	8.37	7.49 - 9.18	7.70	6.50 - 8.59
(131.267-026)	WRITER, TECHNICAL	5	8.56	8.65	8.07 - 9.00	NA	NA NA
(910.137-046)	YARD MANAGER	7	9.65	10.40	5.77 - 13.27	NA	NA NA
(929.137-030)	YARD SUPERVISOR, BLDG MATERIALS/LUMBER	5	7.19	7.00	5.25 - 9.23	NA	NA NA
(301.687-018)	YARD WORKER	42	5.39	5.00	4.37 - 6.01	4.28	3.80 - 5.00

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Region 1 Wage Information



REGION 1: Flathead, Lake, Lincoln, and Sanders Counties

REGION 1 INFORMATIONAL WAGE RATES BY OCCUPATION
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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010) ■ ACCOUNTANT		118	11.64	10.19	8.65 - 13.21	7.93	3.80 - 13.67
(216.482-010) ACCOUNTING CLERK		100	7.27	6.75	5.91 - 8.04	5.57	3.80 - 9.00
(187.137-010) ■ ACTIVITY COORDINATOR		10	6.29	6.17	5.52 - 7.16	4.77	4.25 - 5.57
(169.167-010) ADMINISTRATIVE ASSISTANT		15	10.11	8.37	6.92 - 10.71	7.66	5.77 - 11.54
(169.167-014) ADMINISTRATIVE SECRETARY		16	9.36	8.88	8.28 - 9.93	7.04	6.00 - 7.88
(187.117-010) ADMINISTRATOR, HOSPITAL		5	15.83	14.50	14.50 - 17.83	NA	NA NA
(186.117-074) ■ ADMINISTRATOR, TRUST		11	12.02	10.29	7.53 - 16.77	NA	NA NA
(196.263-014) ■ AIRPLANE PILOT, COMMERCIAL		8	12.53	12.11	11.21 - 15.65	NA	NA NA
(079.361-014) ANIMAL HEALTH TECHNICIAN		3	6.83	6.50	6.50 - 7.50	NA	NA NA
(706.687-010) ■ ASSEMBLER, PRODUCTION		71	4.82	4.25	4.00 - 5.25	4.50	4.00 - 5.00
(185.167-047) ■ ASSISTANT RETAIL MANAGER		80	8.98	8.25	6.05 - 11.68	5.68	3.75 - 12.74
(189.117-010) ASSOCIATION EXECUTIVE		6	10.67	11.35	7.55 - 13.31	8.67	6.77 - 11.54
(807.381-010) AUTO BODY REPAIRER		12	11.56	10.19	9.12 - 15.60	NA	NA NA
(920.687-014) BAGGER, GROCERY PACKER		11	3.89	3.80	3.80 - 4.00	NA	NA NA
(313.381-010) BAKER		13	5.81	5.25	4.25 - 6.25	4.20	3.80 - 4.79
(312.474-010) ■ BARTENDER		186	5.22	5.00	4.50 - 6.00	4.55	3.69 - 6.50
(639.681-010) ■ BICYCLE REPAIRER		4	6.06	6.12	5.25 - 6.81	NA	NA NA
(214.382-014) BILLING CLERK		26	7.12	7.00	5.50 - 7.75	5.93	4.00 - 8.19
(807.361-014) ■ BOAT RERAIRER		5	8.40	8.25	7.25 - 9.62	NA	NA NA
(210.382-014) ■ BOOKKEEPER, FULL-CHARGE; GENERAL		250	7.16	6.87	5.75 - 8.24	5.54	2.60 - 10.00
(454.684-010) ■ BUCKER		14	9.61	9.75	7.25 - 11.58	8.30	5.00 - 10.00
(913.463-010) ■ BUS DRIVER		226	6.57	5.50	5.50 - 7.51	5.95	4.25 - 8.00
(660.280-010) CABINETMAKER		16	9.32	8.50	6.50 - 11.36	5.82	4.61 - 8.00

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(301.687-010) ■CARETAKER		15	4.43	4.00	4.00 - 5.00	3.42	2.02 - 4.25	
(860.381-022) CARPENTER		7	10.74	10.00	8.65 - 14.78	9.38	6.00 - 14.78	
(864.381-010) ●■CARPET LAYER		3	10.17	10.50	9.50 - 10.50	NA	NA	NA
(211.462-014) ■CASHIER-CHECKER		505	6.51	5.40	4.25 - 9.04	4.12	3.70 - 5.00	
(211.362-010) CASHIER, GENERAL		250	4.78	4.50	4.00 - 5.07	4.14	3.30 - 5.00	
(211.462-010) CASHIER, OFFICE		13	4.90	5.00	4.17 - 5.50	3.79	3.35 - 4.00	
(669.686-018) CHAIN OFF-BEARER		12	6.27	6.50	6.31 - 6.50	NA	NA	NA
(454.687-010) ■CHAINSAW OPERATOR		5	12.40	12.00	12.00 - 13.00	NA	NA	NA
(216.387-010) CHECK-PROCESSING CLERK		14	5.92	5.74	5.12 - 5.98	NA	NA	NA
(359.677-018) ■CHILD CARE WORKER		31	4.71	4.50	4.50 - 5.00	4.27	3.80 - 5.00	
(241.217-010) ■CLAIM ADJUSTER		22	17.48	15.59	14.85 - 18.07	11.80	9.14 - 14.64	
(241.362-010) CLAIMS CLERK		30	8.40	7.90	7.24 - 8.50	6.21	5.00 - 7.59	
(205.367-018) CLAIMS CLERK, LOSS-CLAIMS		4	21.51	21.02	14.69 - 28.81	NA	NA	NA
(381.687-014) ■CLEANER, COMMERCIAL OR INSTITUTIONAL		256	5.52	5.00	4.00 - 6.41	5.15	3.40 - 20.00	
(919.687-014) ■CLEANER, TRANSPORTATION VEHICLES		6	4.21	4.00	4.00 - 4.43	NA	NA	NA
(203.362-010) CLERK-TYPIST		82	6.21	6.25	5.00 - 7.39	4.97	3.46 - 7.48	
(209.562-010) CLERK, GENERAL		206	6.45	6.00	5.23 - 7.25	4.89	3.75 - 7.50	
(639.281-014) ● COIN-MACHINE-SERVICE REPAIRER		14	8.66	10.00	5.87 - 10.22	NA	NA	NA
(213.362-010) ■COMPUTER OPERATOR		71	6.92	6.85	5.40 - 8.12	5.63	4.00 - 9.53	
(020.187-010) ■COMPUTER PROGRAMMER		6	9.19	8.60	7.37 - 11.72	NA	NA	NA
(012.167-066) COMPUTER SYSTEMS ANALYST		23	13.26	13.14	12.31 - 13.85	10.60	5.00 - 17.00	
(186.117-014) CONTROLLER		13	18.12	18.03	14.16 - 23.62	15.00	5.77 - 20.39	
(526.381-026) COOK, KETTLE		5	5.45	5.25	5.00 - 6.00	3.95	3.85 - 4.00	

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(315.361-010) ■ COOK, MESS		62	5.92	5.45	4.80 - 6.58	4.84	3.80 - 7.54	
(313.361-014) COOK, RESTAURANT		11	6.76	6.50	5.25 - 8.00	7.95	4.25 - 11.60	
(160.167-018) COST ACCOUNTANT		30	14.14	13.85	12.57 - 16.61	10.05	5.77 - 13.43	
(211.000-000) COURTESY CLERK-SACK PERSON		82	3.88	3.80	3.80 - 3.85	3.90	3.80 - 4.00	
(205.367-022) ■ CREDIT CLERK		25	6.82	6.66	6.09 - 7.82	4.79	4.00 - 5.56	
(239.367-010) CUSTOMER-SERVICE REPRESENTATIVE		15	11.17	11.80	9.79 - 11.80	NA	NA	NA
(203.582-026) DATA - CODER OPERATOR		6	7.10	6.45	5.48 - 9.31	NA	NA	NA
(299.477-010) DELIVERER, MERCHANDISE		23	5.08	5.00	4.50 - 5.50	4.11	3.80 - 4.75	
(230.667-010) ■ DELIVERER, OUTSIDE		7	5.47	5.50	4.40 - 6.30	NA	NA	NA
(079.371-010) DENTAL ASSISTANT		71	7.47	7.00	6.25 - 8.35	5.75	3.50 - 9.20	
(078.361-010) ■ DENTAL HYGIENIST		25	14.62	14.50	12.75 - 17.07	12.10	4.00 - 17.00	
(712.381-018) ■ DENTAL-LABORATORY TECHNICIAN		5	10.30	11.25	6.37 - 13.74	NA	NA	NA
(1072.101-010) DENTIST		7	23.46	23.16	8.50 - 37.50	13.37	11.25 - 17.31	
(142.081-010) ■ DESIGNER, FLORAL		19	4.74	4.25	3.80 - 6.00	4.21	3.80 - 5.00	
(142.061-026) DESIGNER, INDUSTRIAL		7	8.98	7.00	5.00 - 15.38	NA	NA	NA
(311.677-018) DINING ROOM ATTENDANT		18	4.00	3.80	3.80 - 4.25	NA	NA	NA
(187.117-014) ■ DIRECTOR, COMMUNITY ORGANIZATION		9	11.16	8.75	7.57 - 15.38	10.57	6.50 - 17.31	
(187.167-030) ■ DIRECTOR, FUNERAL		5	11.28	10.50	9.96 - 12.98	9.53	8.65 - 10.50	
(187.117-018) DIRECTOR, INSTITUTION		4	9.87	9.34	5.89 - 14.37	NA	NA	NA
(184.117-010) DIRECTOR, PUBLIC SERVICE		11	17.67	15.14	11.54 - 16.25	NA	NA	NA
(824.261-010) ELECTRICIAN		8	13.63	15.51	10.56 - 15.51	NA	NA	NA
(828.251-010) ■ ELECTRONIC SALES & SERVICE TECHNICIAN		8	7.68	7.71	6.92 - 8.61	NA	NA	NA
(003.061-010) ENGINEER, ELECTRICAL AND ELECTRONIC		18	15.69	14.84	12.38 - 17.77	12.97	10.00 - 16.36	

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(007.167-014)	ENGINEER, PLANT	5	20.20	22.98	13.50 - 25.50	NA	NA NA
(119.367-010)	ESCROW OFFICER	4	7.79	7.87	5.13 - 10.36	5.67	4.33 - 6.92
(187.167-046)	EXECUTIVE HOUSEKEEPER	7	4.81	4.40	4.40 - 5.00	NA	NA NA
(189.117-034)	■ EXECUTIVE OFFICER	95	21.17	21.87	15.14 - 26.00	15.38	2.77 - 25.00
(454.384-010)	■ FALLER	15	18.87	20.00	15.00 - 22.50	NA	NA NA
(624.281-010)	FARM EQUIPMENT MECHANIC	8	7.88	8.50	6.35 - 8.95	6.93	5.00 - 9.78
(185.137-011)	FAST FOOD ASSISTANT MANAGER	15	5.04	4.95	4.60 - 5.25	4.64	4.00 - 5.13
(311.472-010)	FAST-FOODS WORKER	288	4.03	3.95	3.80 - 4.15	3.79	3.35 - 4.25
(206.362-010)	FILE CLERK	28	5.03	4.81	4.37 - 5.76	4.44	3.95 - 5.50
(355.677-010)	FOOD-SERVICE WORKER, HOSPITAL	30	5.91	5.97	4.70 - 6.70	NA	NA NA
(040.061-034)	FORESTER	74	10.11	10.00	10.00 - 10.00	NA	NA NA
(909.687-010)●	GARBAGE COLLECTOR	46	12.01	13.28	12.73 - 13.28	NA	NA NA
(625.281-026)	GAS-ENGINE REPAIRER	5	9.74	9.70	8.50 - 11.00	NA	NA NA
(600.280-022)	GENERAL MACHINIST	21	10.49	11.50	9.50 - 11.92	8.15	6.00 - 11.92
(070.101-022)	■ GENERAL PRACTITIONER	6	27.56	27.40	20.86 - 31.89	NA	NA NA
(024.061-018)	GEOLOGIST	11	18.92	20.67	13.75 - 23.84	NA	NA NA
(865.381-010)	GLAZIER	13	9.44	10.00	8.00 - 11.12	7.67	5.50 - 10.00
(669.587-010)	GRADER	28	7.50	7.60	7.60 - 7.60	NA	NA NA
(406.683-010)	GREENSKeeper	16	5.26	4.50	3.85 - 5.37	NA	NA NA
(406.137-010)	GREENSKeeper, HEAD	30	7.43	6.50	6.00 - 8.12	5.20	3.80 - 6.00
(313.381-000)	■ GROCERY-STORE BAKER	20	7.26	7.68	5.00 - 9.26	4.75	3.80 - 6.45
(406.684-014)●■	■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	23	6.04	5.35	4.62 - 7.00	4.80	3.80 - 7.50
(353.161-010)	■ GUIDE, HUNTING AND FISHING	20	4.98	5.27	3.80 - 6.00	4.11	2.31 - 6.00

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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(353.167-010)	GUIDE, TRAVEL	13	5.93	4.85	4.65 - 7.50	NA	NA NA
(332.271-018) ■ HAIR STYLIST		28	4.40	4.35	4.35 - 4.35	NA	NA NA
(405.687-014)	HORTICULTURAL LABORER	14	4.41	4.25	4.25 - 4.50	4.00	4.00 - 4.00
(205.362-018)	HOSPITAL ADMISSIONS CLERK	6	5.47	5.49	5.10 - 5.84	NA	NA NA
(310.137-010)	HOST/HOSTESS, RESTAURANT	8	4.39	4.50	3.97 - 4.50	NA	NA NA
(238.362-010) ■ HOTEL (MOTEL) CLERK		47	4.69	4.50	4.05 - 5.00	4.12	3.80 - 4.50
(323.687-018)	HOUSECLEANER	14	4.66	5.00	4.25 - 5.00	NA	NA NA
(321.137-010) ■ HOUSEKEEPER		26	4.01	3.80	3.80 - 4.25	NA	NA NA
(160.167-034)	INTERNAL AUDITOR	7	12.28	12.75	8.17 - 15.13	10.69	5.60 - 14.42
(222.387-026) ■ INVENTORY CLERK		11	6.87	6.25	4.75 - 9.01	6.03	4.05 - 8.00
(382.664-010) ● ■ JANITOR		183	4.94	4.25	4.25 - 5.50	4.94	2.88 - 8.08
(381.137-010) ● JANITORIAL SERVICES SUPERVISOR		7	5.54	5.00	5.00 - 7.00	NA	NA NA
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	9	9.59	6.80	6.34 - 13.55	5.41	4.80 - 6.43
(318.687-010) ■ KITCHEN HELPER		282	4.13	4.00	3.80 - 4.30	3.90	3.35 - 5.00
(500.000-000) ■ LABORER, GENERAL		242	7.01	7.42	4.00 - 10.38	5.13	3.50 - 10.38
(408.687-014)	LABORER, LANDSCAPE	14	5.91	5.75	5.00 - 6.25	NA	NA NA
(018.167-018)	LAND SURVEYOR	8	10.17	9.75	8.16 - 10.71	8.52	7.00 - 10.00
(361.684-014)	LAUNDRY WORKER	41	5.68	5.75	4.50 - 6.77	4.55	3.80 - 5.99
(110.107-010) ■ LAWYER		40	17.64	16.16	13.19 - 21.26	12.07	9.23 - 15.18
(201.362-010)	LEGAL SECRETARY	61	7.63	7.53	6.92 - 8.37	5.38	3.64 - 6.98
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	34	9.46	9.70	8.73 - 10.37	NA	NA NA
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	14	7.85	7.94	7.45 - 8.32	6.63	5.00 - 8.00
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	22	7.97	8.10	7.84 - 8.31	NA	NA NA

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(821.361-026)	LINE REPAIRER	28	18.68	18.45	18.09 - 19.09	15.78	13.85 - 18.29
(912.687-010)	LINE-SERVICE ATTENDANT	8	5.46	5.00	3.80 - 6.45	NA	NA NA
(186.267-018)	■ LOAN OFFICER	66	12.63	12.12	9.87 - 15.09	7.98	6.82 - 9.16
(455.367-010)	LOG GRADER	4	6.71	7.00	5.01 - 8.12	NA	NA NA
(921.683-058)	■ LOG LOADER	6	12.85	12.75	10.75 - 15.15	11.00	10.00 - 13.00
(454.684-018)	■ LOGGER, ALL AROUND	47	12.03	12.00	12.00 - 13.00	10.30	8.00 - 12.00
(929.683-010)	■ LOGGING TRACTOR OPERATOR	14	12.29	12.25	11.75 - 12.50	NA	NA NA
(209.587-026)	MAIL CLERK	15	7.05	5.67	5.19 - 11.27	5.26	4.00 - 9.00
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	49	7.70	7.50	6.02 - 9.05	6.05	4.00 - 11.00
(189.167-018)	MANAGEMENT TRAINEE	29	4.44	4.25	4.00 - 4.56	4.32	3.80 - 5.19
(163.167-010)	■ MANAGER, ADVERTISING	4	14.49	14.23	7.85 - 21.36	NA	NA NA
(185.167-014)	■ MANAGER, AUTOMOBILE SERVICE STATION	6	11.47	9.55	5.91 - 14.99	NA	NA NA
(168.167-054)	MANAGER, CREDIT AND COLLECTION	13	10.15	9.42	7.54 - 12.34	8.23	6.26 - 12.09
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	5	16.47	16.50	11.44 - 21.48	NA	NA NA
(166.167-030)	■ MANAGER, EMPLOYMENT	64	9.99	8.80	6.25 - 12.37	7.25	3.80 - 14.91
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	23	7.02	6.92	5.25 - 7.25	5.51	4.00 - 7.50
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	45	14.92	15.14	10.96 - 17.19	9.61	6.92 - 13.44
(187.167-106)	MANAGER, FOOD SERVICE	10	8.12	6.97	5.25 - 11.91	NA	NA NA
(187.167-114)	MANAGER, GOLF CLUB	3	21.15	23.08	17.30 - 23.08	NA	NA NA
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	23	13.38	13.08	12.02 - 15.55	NA	NA NA
(186.167-034)	MANAGER, INSURANCE OFFICE	5	19.39	22.49	10.22 - 27.00	15.92	4.94 - 23.45
(187.167-126)	■ MANAGER, LIQUOR ESTABLISHMENT	10	7.87	7.53	5.98 - 9.68	NA	NA NA
(320.137-014)	■ MANAGER, LOGGING FACILITIES	23	8.13	5.77	5.00 - 9.23	11.36	4.00 - 32.32

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(185.167-034) ■MANAGER, MERCHANDISE		9	12.10	8.75	6.31 - 20.77	4.33	3.73 - 6.00
(169.167-034) ■MANAGER, OFFICE		164	10.10	8.65	6.76 - 11.90	7.59	3.13 - 20.00
(183.117-014) MANAGER, PLANT		9	13.04	12.35	8.36 - 15.75	7.77	5.77 - 11.54
(185.167-046) ■MANAGER, RETAIL STORE		188	9.43	8.65	6.00 - 11.97	7.17	1.92 - 15.14
(012.167-058) MANAGER, SAFETY		5	15.01	17.97	10.25 - 18.28	11.73	6.00 - 15.52
(163.167-018) ■MANAGER, SALES		23	12.06	10.00	8.65 - 15.02	6.65	3.66 - 10.82
(184.167-094) MANAGER, TRAFFIC		4	11.61	11.29	9.88 - 13.66	NA	NA NA
(929.687-030)● MATERIAL HANDLER		22	10.53	10.84	7.87 - 12.42	NA	NA NA
(222.684-010) MEAT CLERK		4	7.45	7.57	6.12 - 8.65	NA	NA NA
(316.684-018) MEAT CUTTER		35	10.13	10.80	9.75 - 11.05	5.45	4.50 - 6.65
(920.587-017) MEAT PACKAGER		24	7.48	8.76	5.50 - 8.89	4.67	4.00 - 5.32
(620.684-014) ■MECHANIC, AUTOMOBILE		35	5.96	5.50	4.50 - 6.92	4.71	3.80 - 6.00
(621.281-014) MECHANIC, AIRCRAFT		6	9.73	9.97	7.62 - 11.70	NA	NA NA
(620.261-010)●■MECHANIC, AUTOMOBILE		198	9.66	9.10	6.70 - 13.00	7.58	5.00 - 14.69
(625.281-010) ■MECHANIC, DIESEL		115	12.14	12.45	11.83 - 13.75	8.59	5.00 - 12.57
(828.281-010)● MECHANIC, ELECTRONICS		30	14.70	15.91	15.20 - 15.91	NA	NA NA
(638.281-014) ■MECHANIC, MAINTENANCE		54	10.71	11.92	9.00 - 11.92	7.11	4.33 - 11.92
(625.281-034) ■MECHANIC, SMALL-ENGINE		6	6.42	5.25	5.00 - 9.00	NA	NA NA
(079.367-010) MEDICAL ASSISTANT		25	7.25	6.75	6.02 - 8.00	5.41	4.00 - 7.00
(245.362-010) MEDICAL RECORD CLERK		21	7.12	7.11	5.62 - 7.67	5.62	4.00 - 8.61
(201.362-014) MEDICAL SECRETARY		26	6.84	6.55	5.96 - 7.62	5.85	4.00 - 8.00
(078.361-014) MEDICAL TECHNOLOGIST		27	11.78	13.10	10.28 - 13.61	NA	NA NA
(239.567-010) MESSENGER		20	5.16	5.00	4.03 - 6.00	4.98	3.75 - 7.10

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(209.567-010)	METER READER	8	11.24	12.01	10.61 - 12.01	NA	NA - NA
(638.281-018)	MILLWRIGHT	21	11.64	11.25	10.00 - 13.78	NA	NA - NA
(249.382-010)	■MORTGAGE CLERK	32	6.67	6.46	5.59 - 7.19	4.98	4.00 - 6.00
(249.167-014)	■MOTOR VEHICLE DISPATCHER	4	12.05	12.25	11.03 - 12.87	NA	NA - NA
(205.362-026)	NEW-ACCOUNTS CLERK	16	8.14	7.08	5.96 - 9.02	6.16	5.14 - 7.85
(355.674-014)	NURSE AIDE/ORDERLY	222	5.78	5.94	5.00 - 6.65	5.23	4.00 - 7.10
(075.127-018)	NURSE, HEAD	6	12.86	12.00	11.76 - 14.38	NA	NA - NA
(075.121-010)	NURSE, INSTRUCTOR	6	16.94	16.95	12.55 - 21.37	NA	NA - NA
(075.374-018)	■NURSE, PRIVATE DUTY	26	11.55	11.25	10.25 - 12.12	9.12	6.00 - 11.00
(075.127-022)	NURSE, SUPERVISOR	21	15.47	14.40	12.75 - 18.49	12.83	10.25 - 14.73
(170.170-000)	ONE-PERSON OFFICE WORKER	55	6.60	6.50	5.50 - 7.50	5.12	3.37 - 8.24
(859.683-010)	■OPERATING ENGINEER	27	12.22	12.60	10.75 - 13.43	10.30	8.00 - 12.00
(716.280-008)	OPTICIAN, PRECISION LENS TECHNICIAN	6	8.45	7.75	7.40 - 10.21	NA	NA - NA
(249.367-054)	ORDER CLERK	15	6.49	5.75	4.50 - 7.00	4.42	3.85 - 5.25
(920.587-018)	■PACKAGER, HAND	9	6.01	6.00	4.75 - 6.30	5.15	4.50 - 6.00
(119.267-026)	PARALEGAL ASSISTANT	11	9.63	8.21	8.00 - 11.36	7.77	6.00 - 10.12
(222.367-042)	PARTS CLERK	7	6.03	6.00	5.75 - 6.75	NA	NA - NA
(215.482-010)	PAYROLL CLERK	37	7.82	7.61	6.00 - 9.00	5.80	2.89 - 9.26
(309.674-014)	PERSONAL ATTENDANT	3	4.67	4.51	4.51 - 5.00	NA	NA - NA
(074.161-010)	PHARMACIST	34	17.41	17.06	16.63 - 18.81	15.02	12.00 - 16.82
(074.387-010)	PHARMACY HELPER	19	8.62	7.00	5.50 - 10.00	7.49	4.50 - 18.50
(076.121-014)	PHYSICAL THERAPIST	17	16.56	15.14	14.77 - 15.87	11.84	8.66 - 14.00
(355.354-010)	PHYSICAL THERAPY AIDE	17	6.34	6.50	5.88 - 7.01	5.20	4.50 - 6.18

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(079.364-018)	PHYSICAN, ASSISTANT	8	21.07	25.64	13.88 - 25.64	NA	NA NA
(012.167-050)	PLANNER, PRODUCTION	5	10.87	11.00	9.45 - 12.22	NA	NA NA
(221.382-018)	PRODUCTION CLERK	8	7.27	5.88	4.75 - 7.59	5.50	4.00 - 7.50
(609.685-018) ■	PRODUCTION MACHINE OPERATOR	13	7.03	6.39	6.00 - 8.25	NA	NA NA
(652.137-010)	PRODUCTION MANAGER, REPRODUCTION	4	9.10	9.27	8.27 - 9.76	NA	NA NA
(699.130-010)	PRODUCTION SUPERVISOR	4	18.29	18.39	9.75 - 26.72	NA	NA NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	6	8.14	8.18	7.11 - 9.88	NA	NA NA
(217.382-010)	PROOF-MACHINE OPERATOR	13	6.67	6.66	5.28 - 7.83	4.90	4.00 - 5.77
(162.157-038)	PURCHASING AGENT	54	9.65	9.62	7.33 - 11.30	8.07	4.00 - 13.13
(070.101-090)	RADIOLOGIST	5	75.37	86.00	59.15 - 86.27	NA	NA NA
(237.367-038)	RECEPTIONIST	128	6.13	6.00	5.00 - 7.00	4.98	3.65 - 8.50
(341.367-010)	RECREATION-FACILITY ATTENDANT	15	5.71	5.50	5.00 - 6.41	4.56	4.17 - 5.00
(075.374-014)	REGISTERED NURSE, CLINIC	161	15.06	15.56	13.39 - 17.55	8.79	5.50 - 13.23
(313.131-014) ■	RESTAURANT CHEF	112	5.87	5.50	5.00 - 6.50	5.21	3.80 - 8.39
(292.353-010) ■	ROUTE DRIVER	171	6.97	3.90	3.85 - 8.60	5.02	3.80 - 6.92
(250.257-010) ■	SALES AGENT, INSURANCE	9	13.35	11.33	7.50 - 20.78	NA	NA NA
(290.477-014) ■	SALES CLERK	18	5.30	5.37	4.37 - 5.63	4.23	3.75 - 5.25
(290.477-018)	SALES CLERK, FOOD	77	5.39	4.80	4.25 - 6.28	4.23	3.75 - 5.32
(279.357-014) ■	SALES REPRESENTATIVE, GENERAL MDSE	229	11.01	11.10	6.70 - 12.83	7.98	3.85 - 19.66
(279.357-054) ■	SALESPERSON, GENERAL MERCHANDISE	486	5.89	5.00	4.25 - 6.35	4.56	3.50 - 8.65
(279.357-062)	SALESPERSON, PARTS	4	6.50	6.66	4.31 - 8.50	NA	NA NA
(201.362-030)	SECRETARY	248	7.14	6.80	5.50 - 8.35	5.16	3.50 - 10.00
(372.667-034) ●	SECURITY GUARD	72	5.68	5.15	5.00 - 6.67	6.53	4.00 - 8.15

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(915.467-010)	SERVICE STATION ATTENDANT	10	5.02	4.05	4.00 - 6.99	NA	NA NA
(222.387-050)	SHIPPING AND RECEIVING CLERK	81	6.92	6.50	5.76 - 8.50	4.68	3.50 - 7.00
(313.361-022)	■ SHORT-ORDER COOK	186	5.07	5.00	4.50 - 5.50	4.55	3.69 - 6.00
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	58	9.92	9.00	7.42 - 12.31	9.20	7.12 - 12.13
(216.382-062)	STATISTICAL CLERK	6	7.96	6.62	4.40 - 12.38	NA	NA NA
(202.362-014)	STENOGRAPHER	12	9.16	8.86	6.50 - 11.96	5.23	5.00 - 5.48
(222.387-058)	■ STOCK CLERK	67	6.39	5.25	4.50 - 7.35	5.00	3.85 - 10.52
(922.687-058)	STORES LABORER	37	8.34	7.95	6.13 - 10.58	6.60	4.00 - 10.58
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	23	13.60	12.97	12.35 - 15.38	9.74	7.50 - 12.35
(205.367-054)	■ SURVEY WORKER	79	6.43	6.22	5.70 - 6.22	NA	NA NA
(018.167-034)	SURVEYOR ASSISTANT, INSTRUMENTS	6	8.73	9.10	7.37 - 9.73	6.05	5.00 - 7.14
(869.567-010)	SURVEYOR HELPER	12	7.20	7.14	6.06 - 7.96	5.86	5.00 - 6.50
(092.227-018)	TEACHER, PRESCHOOL	4	8.70	8.60	7.20 - 10.29	NA	NA NA
(077.121-010)	TECHNICIAN, DIETETIC	8	11.31	12.72	8.18 - 13.59	NA	NA NA
(003.161-014)	TECHNICIAN, ELECTRONIC	25	8.40	7.34	7.08 - 8.66	8.45	6.00 - 13.24
(007.161-018)	TECHNICIAN, MECHANICAL DESIGN	11	10.76	10.54	10.54 - 11.50	NA	NA NA
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	15	11.90	12.35	10.82 - 12.35	9.08	6.00 - 12.69
(078.362-026)	TECHNICIAN, X-RAY	29	11.16	11.24	10.00 - 12.53	8.90	8.00 - 10.01
(235.662-022)	TELEPHONE OPERATOR	26	5.67	5.61	4.18 - 6.70	5.08	4.00 - 7.10
(211.362-018)	TELLER	200	5.89	5.65	5.20 - 6.26	4.68	4.00 - 5.37
(203.582-054)	TERMINAL OPERATOR	10	6.92	6.92	6.00 - 7.54	NA	NA NA
(665.482-018)	TIMBER-SIZER OPERATOR	6	9.01	9.50	7.26 - 10.27	NA	NA NA
(915.684-010)	■ TIRE REPAIRER	22	6.53	6.42	5.85 - 7.50	4.90	4.50 - 5.00

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(119.287-010)	TITLE EXAMINER	3	7.64	8.08	6.06 - 8.78	NA	NA NA NA
(601.280-046)	TOOL & DIE MAKER	7	11.42	11.40	9.57 - 12.86	NA	NA NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA NA
(252.157-010) ■ TRAVEL AGENT		3	5.55	5.50	5.15 - 6.00	NA	NA NA NA
(452.081-010)	TREE PLANTER	8	8.87	8.25	8.00 - 9.62	NA	NA NA NA
(667.482-022)	TRIMMER SAWYER	4	7.06	7.00	6.62 - 7.56	NA	NA NA NA
(905.663-014) ■ TRUCK DRIVER, HEAVY		26	8.32	8.37	7.00 - 9.34	6.19	4.62 - 9.00
(921.683-050)	TRUCK DRIVER, INDUSTRIAL	42	10.50	10.98	7.78 - 13.40	7.16	5.00 - 10.98
(906.683-022) ■ TRUCK DRIVER, LIGHT		44	6.35	5.37	4.00 - 9.50	5.77	4.25 - 9.00
(904.383-010) ■ TRUCK DRIVER, TRACTOR TRAILER		82	8.97	9.25	8.85 - 10.00	7.94	3.09 - 10.00
(169.167-065)	UNDERWRITER, MULTIPLE-LINE	7	7.82	8.00	7.38 - 8.75	NA	NA NA NA
(311.477-030) ■ WAITER/WAITRESS		559	3.94	3.80	3.80 - 4.00	3.83	3.35 - 4.75
(311.477-018)	WAITER/WAITRESS, BAR	13	3.98	4.00	3.80 - 4.00	NA	NA NA NA
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA NA
(810.384-014)	WELDER, ARC	5	8.35	7.43	6.98 - 10.18	NA	NA NA NA
(819.384-010)	WELDER, COMBINATION	58	11.58	11.92	10.75 - 11.92	NA	NA NA NA
(301.687-018)	YARD WORKER	17	6.08	5.85	5.00 - 7.00	4.67	4.50 - 5.00

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Region 2 Wage Information



REGION 2: Mineral, Missoula, and Ravalli Counties

REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

O.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010) ■ ACCOUNTANT		131	11.86	10.38	8.99 - 13.70	8.24	3.46 - 15.17
(216.482-010) ACCOUNTING CLERK		89	7.24	6.81	6.00 - 8.09	5.54	3.80 - 8.00
(187.137-010) ■ ACTIVITY COORDINATOR		21	6.30	6.41	4.88 - 7.14	6.29	4.25 - 11.35
(169.167-010) ADMINISTRATIVE ASSISTANT		22	9.70	9.12	7.56 - 10.12	6.56	4.00 - 8.65
(219.362-010) ADMINISTRATIVE CLERK		6	6.38	6.64	4.92 - 7.60	5.11	4.00 - 7.00
(169.167-014) ADMINISTRATIVE SECRETARY		20	8.61	8.46	7.67 - 9.21	7.39	6.31 - 9.38
(187.117-010) ADMINISTRATOR, HOSPITAL		14	21.03	19.23	15.38 - 24.23	NA	NA NA
(196.263-014) ■ AIRPLANE PILOT, COMMERCIAL		12	11.98	12.55	10.27 - 13.00	9.04	7.50 - 10.00
(410.674-010) ANIMAL CARETAKER		20	5.02	5.00	4.50 - 5.50	4.26	3.80 - 5.00
(001.061-010) ARCHITECT		11	13.16	12.00	10.50 - 13.85	NA	NA NA
(141.031-010) ART DIRECTOR		5	12.85	11.25	8.31 - 18.18	NA	NA NA
(706.687-010) ■ ASSEMBLER, PRODUCTION		46	8.05	9.54	5.93 - 9.82	5.62	3.80 - 8.04
(185.167-047) ■ ASSISTANT RETAIL MANAGER		69	9.65	10.22	6.77 - 12.07	5.67	3.80 - 9.23
(189.117-010) ASSOCIATION EXECUTIVE		12	12.74	10.54	7.54 - 19.52	9.88	5.77 - 18.23
(807.381-010) AUTO BODY REPAIRER		21	9.33	10.00	9.00 - 10.00	6.83	5.00 - 8.00
(620.684-010) AUTOMOBILE WRECKER		5	5.50	6.50	4.00 - 6.50	NA	NA NA
(920.687-014) BAGGER, GROCERY PACKER		18	3.80	3.80	3.80 - 3.80	3.67	3.40 - 3.80
(313.381-010) BAKER		17	6.07	5.65	4.62 - 6.50	4.89	3.80 - 6.59
(312.474-010) ■ BARTENDER		204	4.99	5.00	4.50 - 5.50	4.57	3.80 - 7.00
(214.382-014) BILLING CLERK		24	7.82	7.24	6.60 - 8.75	6.02	4.00 - 10.28
(653.685-010) BINDERY WORKER		7	7.48	7.00	5.00 - 11.91	NA	NA NA
(210.382-014) ■ BOOKKEEPER, FULL-CHARGE; GENERAL		223	7.43	7.00	5.77 - 8.65	5.93	1.54 - 17.30
(210.382-022) BOOKKEEPING MACHINE OPERATOR		7	5.59	5.58	4.95 - 5.93	NA	NA NA

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(454.684-010) ■BUCKER		7	13.46	11.00	10.00 - 17.50	NA	NA NA
(913.463-010) ■BUS DRIVER		217	6.69	5.50	5.50 - 8.00	6.82	5.50 - 9.00
(311.677-010) CAFETERIA ATTENDANT		17	4.34	4.00	3.92 - 4.40	4.02	3.80 - 4.25
(143.062-022) CAMERA OPERATOR		8	17.72	25.45	4.68 - 25.45	NA	NA NA
(915.667-010) CAR-WASH ATTENDANT, AUTOMATIC		14	4.86	4.00	4.00 - 6.07	NA	NA NA
(301.687-010) ■CARETAKER		7	5.14	5.00	3.00 - 6.00	4.20	2.60 - 5.00
(860.381-022) CARPENTER		14	7.84	7.00	6.50 - 10.00	NA	NA NA
(211.462-014) ■CASHIER-CHECKER		416	6.89	6.08	4.50 - 9.51	4.25	3.80 - 5.07
(211.362-010) CASHIER, GENERAL		238	4.74	4.50	4.00 - 5.00	4.10	1.54 - 6.00
(211.462-010) CASHIER, OFFICE		17	4.71	4.50	4.02 - 5.50	3.90	3.80 - 4.00
(216.387-010) CHECK-PROCESSING CLERK		6	6.45	5.61	5.15 - 8.15	NA	NA NA
(359.677-018) ■CHILD CARE WORKER		120	4.80	4.45	4.00 - 5.00	4.18	3.50 - 5.77
(079.364-010) CHIROPRACTOR ASSISTANT		4	7.43	6.20	5.62 - 10.46	NA	NA NA
(921.687-014) ■CHOKE SETTER		16	10.65	10.25	9.62 - 11.75	9.88	8.00 - 12.50
(241.217-010) ■CLAIM ADJUSTER		35	15.77	14.00	13.85 - 17.42	10.80	6.92 - 14.64
(241.362-010) CLAIMS CLERK		17	8.52	7.39	6.43 - 9.62	5.74	5.00 - 6.43
(205.367-018) CLAIMS CLERK, LOSS-CLAIMS		6	16.99	16.68	9.16 - 23.87	9.81	5.00 - 17.75
(381.687-014) ■CLEANER, COMMERCIAL OR INSTITUTIONAL		224	5.14	4.50	4.00 - 6.00	5.13	3.46 - 20.00
(203.362-010) CLERK-TYPIST		59	6.16	6.00	5.25 - 7.21	4.92	3.75 - 8.50
(209.562-010) CLERK, GENERAL		276	5.99	5.54	4.95 - 6.85	4.89	2.19 - 8.25
(213.362-010) ■COMPUTER OPERATOR		84	7.81	7.50	6.00 - 8.50	5.98	4.00 - 10.00
(020.187-010) ■COMPUTER PROGRAMMER		16	10.60	8.50	6.92 - 14.75	6.41	2.02 - 10.00
(012.167-066) COMPUTER SYSTEMS ANALYST		26	13.34	13.23	12.22 - 13.58	9.82	5.00 - 17.00

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(020.187-013)	COMPUTER SYSTEMS PROGRAMMER	6	11.21	6.37	6.00 - 21.39	NA	NA NA NA
(869.664-014)	CONSTRUCTION WORKER (GENERAL LABORER)	13	12.93	12.50	9.32 - 17.50	NA	NA NA NA
(189.167-010)	CONSULTANT	3	11.28	7.69	7.69 - 18.46	NA	NA NA NA
(186.117-014)	CONTROLLER	18	18.27	17.07	14.29 - 22.64	15.92	12.02 - 20.39
(317.687-010)	COOK HELPER	11	4.98	4.30	4.30 - 5.69	4.69	4.00 - 5.38
(526.381-026)	COOK, KETTLE	7	4.34	4.05	4.05 - 4.85	NA	NA NA
(315.361-010) ■ COOK, MESS		43	5.60	5.75	4.85 - 6.35	4.74	3.80 - 7.57
(160.167-018)	COST ACCOUNTANT	28	14.38	13.85	12.60 - 16.97	9.02	4.00 - 12.00
(211.000-000)	COURTESY CLERK-SACK PERSON	80	3.85	3.80	3.80 - 3.85	NA	NA NA
(191.267-014) ■ CREDIT ANALYST		7	13.21	15.06	8.00 - 16.28	NA	NA NA
(205.367-022) ■ CREDIT CLERK		8	7.61	7.91	6.08 - 8.48	NA	NA NA
(299.367-010) ■ CUSTOMER SERVICE CLERK-CIRCULATION		7	6.12	6.33	6.00 - 6.55	5.03	4.50 - 6.08
(239.367-010)	CUSTOMER-SERVICE REPRESENTATIVE	3	16.06	14.27	13.94 - 19.96	NA	NA NA
(239.227-010)	CUSTOMER-SERVICE-REP INSTRUCTOR	4	7.10	7.34	5.94 - 8.00	NA	NA NA
(203.582-026)	DATA - CODER OPERATOR	5	9.33	9.25	6.00 - 12.69	NA	NA NA
(299.477-010)	DELIVERER, MERCHANDISE	28	4.83	4.75	4.00 - 5.00	4.43	3.80 - 5.00
(230.667-010) ■ DELIVERER, OUTSIDE		5	4.80	4.62	4.45 - 5.25	NA	NA NA
(079.371-010)	DENTAL ASSISTANT	79	7.15	6.92	5.50 - 8.00	5.25	4.00 - 6.86
(078.361-010) ■ DENTAL NYGIENIST		40	14.85	14.00	13.62 - 16.00	11.59	7.00 - 14.38
(072.101-010)	DENTIST	16	38.98	41.83	20.49 - 51.86	NA	NA NA
(142.081-010) ■ DESIGNER, FLORAL		12	5.64	5.50	5.31 - 5.53	NA	NA NA
(141.061-018)	DESIGNER, GRAPHIC	6	7.82	7.95	5.81 - 9.18	NA	NA NA
(142.061-026)	DESIGNER, INDUSTRIAL	5	12.34	10.60	9.45 - 16.10	10.75	8.00 - 14.42

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(187.117-014) ■ DIRECTOR, COMMUNITY ORGANIZATION		4	15.14	14.04	11.65 - 19.73	12.48	9.99 - 16.83
(184.117-010) DIRECTOR, PUBLIC SERVICE		12	18.14	15.50	15.00 - 16.09	NA	NA NA
(913.167-014) DISPATCHER, BUS AND TROLLEY		8	11.02	11.53	10.47 - 12.98	NA	NA NA
(001.261-010) DRAFTER, ARCHITECTURAL		9	10.11	8.75	8.00 - 10.50	7.06	5.50 - 8.25
(005.281-010) DRAFTER, CIVIL		6	9.48	10.00	8.00 - 10.42	7.33	7.00 - 8.00
(824.261-010) ELECTRICIAN		3	14.28	15.83	10.25 - 16.76	NA	NA NA
(828.251-010) ■ ELECTRONIC SALES & SERVICE TECHNICIAN		9	7.91	8.00	5.88 - 9.22	6.00	5.00 - 8.00
(005.061-014) ENGINEER, CIVIL		21	18.60	19.20	15.00 - 22.50	13.00	10.00 - 15.00
(003.061-010) ENGINEER, ELECTRICAL AND ELECTRONIC		9	20.11	17.90	17.18 - 23.13	14.81	13.64 - 16.36
(007.167-014) ENGINEER, PLANT		6	17.98	17.72	12.50 - 23.84	NA	NA NA
(189.117-034) ■ EXECUTIVE OFFICER		88	21.90	23.00	15.42 - 26.90	12.13	1.54 - 25.00
(454.384-010) ■ FALLER		9	15.01	15.00	10.37 - 20.00	NA	NA NA
(185.137-011) FAST FOOD ASSISTANT MANAGER		25	6.03	5.50	4.77 - 7.11	3.93	3.80 - 4.00
(311.472-010) FAST-FOODS WORKER		307	4.13	4.00	3.80 - 4.20	3.78	3.35 - 4.00
(206.362-010) FILE CLERK		40	4.85	4.54	4.02 - 5.50	4.25	3.55 - 5.00
(040.061-034) FORESTER		31	10.28	10.00	10.00 - 11.00	NA	NA NA
(780.381-018) ■ FURNITURE UPHOLSTERER		6	8.28	8.25	7.17 - 9.56	NA	NA NA
(625.281-026) GAS-ENGINE REPAIRER		6	12.20	9.85	7.87 - 19.00	NA	NA NA
(600.280-022) GENERAL MACHINIST		10	10.40	9.75	7.00 - 11.97	6.25	6.00 - 7.00
(070.101-022) ■ GENERAL PRACTITIONER		14	29.88	32.21	26.87 - 34.61	NA	NA NA
(024.061-018) GEOLOGIST		10	17.61	19.75	13.43 - 20.00	8.94	5.77 - 10.00
(406.137-010) GREENSKEEPER, HEAD		16	6.58	6.00	4.75 - 6.75	NA	NA NA
(313.381-000) ■ GROCERY-STORE BAKER		17	7.47	7.36	6.25 - 9.21	NA	NA NA

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(406.684-014) ●■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL		34	5.37	5.50	5.00 - 6.00	4.67	3.80 - 6.00
(353.161-010) ■ GUIDE, HUNTING AND FISHING		40	4.73	4.62	3.61 - 5.50	4.75	2.50 - 6.25
(332.271-018) ■ HAIR STYLIST		43	4.85	4.35	4.35 - 6.12	NA	NA NA
(205.362-018) HOSPITAL ADMISSIONS CLERK		17	6.28	5.82	5.82 - 6.63	5.43	5.00 - 6.11
(310.137-010) HOST/HOSTESS, RESTAURANT		6	4.50	4.29	4.22 - 5.00	NA	NA NA
(238.362-010) ■ HOTEL (MOTEL) CLERK		57	4.44	4.25	4.00 - 4.75	3.99	3.80 - 4.50
(323.687-018) HOUSECLEANER		19	4.36	4.00	3.80 - 4.50	NA	NA NA
(079.361-010) INHALATION THERAPIST		43	8.62	8.85	5.84 - 10.37	NA	NA NA
(153.227-014) INSTRUCTOR, PHYSICAL		14	9.57	11.00	6.62 - 12.00	5.08	3.75 - 7.00
(214.362-022) INSURANCE CLERK		6	6.78	6.71	6.50 - 7.02	5.97	5.50 - 6.41
(160.167-034) INTERNAL AUDITOR		8	12.57	12.59	8.32 - 14.92	9.59	5.60 - 12.00
(222.387-026) ■ INVENTORY CLERK		12	7.10	6.50	5.19 - 9.08	6.23	5.00 - 7.25
(851.383-010) IRRIGATION SYSTEM INSTALLER		8	7.00	7.00	5.00 - 9.00	NA	NA NA
(382.664-010) ●■ JANITOR		287	4.84	5.00	4.25 - 5.03	5.04	3.68 - 13.52
(381.137-010) ● JANITORIAL SERVICES SUPERVISOR		6	6.54	7.00	6.06 - 7.00	NA	NA NA
(203.582-030) KEY PUNCH/KEY TAPE OPERATOR		14	6.34	6.35	5.50 - 6.85	5.93	4.00 - 8.00
(318.687-010) ■ KITCHEN HELPER		263	4.31	4.25	4.00 - 4.50	4.01	3.00 - 5.60
(500.000-000) ■ LABORER, GENERAL		163	4.63	4.00	3.85 - 5.00	4.68	3.80 - 9.00
(408.687-014) LABORER, LANDSCAPE		29	5.20	5.00	4.50 - 6.00	NA	NA NA
(018.167-018) LAND SURVEYOR		11	11.35	11.50	8.50 - 14.00	NA	NA NA
(182.167-014) LANDSCAPE CONTRACTOR		16	7.23	6.87	6.00 - 9.06	NA	NA NA
(361.684-014) LAUNDRY WORKER		82	5.01	5.01	4.00 - 6.00	4.36	3.80 - 5.83
(110.107-010) ■ LAWYER		52	16.38	14.85	11.80 - 19.49	11.20	7.50 - 15.18

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(201.362-010)	LEGAL SECRETARY	78	7.84	7.66	6.55 - 9.02	5.85	4.50 - 9.50
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	119	8.89	8.55	8.03 - 10.02	7.78	6.50 - 8.69
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	12	7.86	7.64	7.27 - 8.48	6.72	5.77 - 7.50
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	47	7.59	7.25	7.25 - 7.90	7.21	6.75 - 8.00
(821.361-026)	LINE REPAIRER	22	18.26	18.36	18.09 - 18.74	NA	NA NA
(186.267-018)	■ LOAN OFFICER	44	12.71	12.09	9.04 - 16.47	8.04	5.00 - 10.00
(921.683-058)	■ LOG LOADER	5	12.51	12.00	10.11 - 15.15	NA	NA NA
(454.684-018)	■ LOGGER, ALL AROUND	7	13.36	14.29	11.00 - 15.00	10.95	9.00 - 15.00
(209.587-026)	MAIL CLERK	21	6.47	5.39	4.50 - 7.31	5.15	3.80 - 9.00
(829.281-014)	■ MAINTENANCE ELECTRICIAN	8	15.73	14.54	13.56 - 16.87	NA	NA NA
(620.281-046)	MAINTENANCE MECHANIC	4	7.31	7.12	5.18 - 9.62	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	51	7.68	6.00	5.00 - 10.00	6.64	4.00 - 10.87
(189.167-018)	MANAGEMENT TRAINEE	19	4.54	4.30	4.10 - 4.50	4.08	4.00 - 4.25
(163.167-010)	■ MANAGER, ADVERTISING	12	12.48	11.97	6.62 - 16.84	11.09	5.00 - 16.10
(185.167-058)	■ MANAGER, AUTO SERVICE DEPARTMENT	11	9.88	8.65	4.04 - 13.50	NA	NA NA
(168.167-054)	MANAGER, CREDIT AND COLLECTION	10	13.67	10.80	9.16 - 17.78	NA	NA NA
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	5	15.57	16.50	9.19 - 21.48	NA	NA NA
(166.167-030)	■ MANAGER, EMPLOYMENT	70	10.29	9.84	6.18 - 12.50	8.66	3.80 - 15.17
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	13	7.59	6.35	5.15 - 10.11	5.26	4.04 - 6.92
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	39	14.66	15.05	10.82 - 16.28	11.27	7.50 - 20.00
(187.167-106)	MANAGER, FOOD SERVICE	14	19.18	8.48	7.13 - 10.93	31.27	6.59 - 78.00
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	27	12.66	13.08	10.10 - 16.00	NA	NA NA
(186.167-034)	MANAGER, INSURANCE OFFICE	5	20.92	22.49	14.06 - 27.00	16.47	11.54 - 23.45

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(320.137-014) ■ MANAGER, LODGING FACILITIES		23	6.98	5.77	5.00 - 8.07	5.73	2.74 - 10.38
(185.167-034) ■ MANAGER, MERCHANDISE		15	11.76	11.90	8.00 - 12.77	5.30	3.73 - 8.00
(169.167-034) ■ MANAGER, OFFICE		207	10.61	9.37	7.25 - 11.81	7.61	3.50 - 20.00
(185.167-038) ■ MANAGER, PARTS		4	8.10	8.50	5.50 - 10.30	NA	NA NA
(183.117-014) MANAGER, PLANT		8	15.95	14.00	11.74 - 22.19	13.72	6.46 - 21.41
(185.167-046) ■ MANAGER, RETAIL STORE		214	9.24	8.46	6.43 - 11.54	6.96	2.37 - 14.42
(012.167-058) MANAGER, SAFETY		5	17.47	17.97	14.75 - 19.93	NA	NA NA
(163.167-018) ■ MANAGER, SALES		17	13.09	8.65	7.06 - 18.75	8.13	3.66 - 19.04
(184.167-094) MANAGER, TRAFFIC		11	13.65	13.13	9.65 - 16.25	9.91	7.69 - 13.33
(929.687-030)● MATERIAL HANDLER		59	9.03	8.50	7.49 - 11.26	5.40	4.00 - 6.50
(222.684-010) MEAT CLERK		7	8.76	8.99	8.00 - 9.31	NA	NA NA
(316.684-018) MEAT CUTTER		42	9.53	10.80	8.00 - 10.96	6.06	4.50 - 8.00
(920.587-017) MEAT PACKAGER		27	6.95	6.16	5.25 - 8.87	4.95	4.50 - 5.32
(620.684-014) ■ MECHANIC HELPER, AUTOMOBILE		24	6.18	5.12	4.50 - 7.75	4.90	3.80 - 6.22
(621.281-014) MECHANIC, AIRCRAFT		25	9.85	9.62	8.00 - 11.00	NA	NA NA
(620.261-010)●■ MECHANIC, AUTOMOBILE		202	9.61	9.15	6.70 - 13.00	7.64	5.00 - 10.50
(625.281-010) ■ MECHANIC, DIESEL		137	11.44	12.45	9.73 - 13.62	8.23	6.00 - 12.57
(828.281-010)● MECHANIC, ELECTRONICS		35	13.46	15.91	10.75 - 15.91	7.99	5.71 - 11.25
(638.281-014) ■ MECHANIC, MAINTENANCE		89	9.76	9.75	7.34 - 11.77	7.75	4.00 - 11.33
(079.367-010) MEDICAL ASSISTANT		41	7.79	7.83	6.47 - 9.03	6.09	4.25 - 10.00
(078.381-010) MEDICAL LABORATORY ASSISTANT		10	7.95	7.63	7.22 - 8.48	7.52	6.49 - 9.50
(245.362-010) MEDICAL RECORD CLERK		24	6.76	6.31	5.82 - 7.42	6.00	5.00 - 8.61
(201.362-014) MEDICAL SECRETARY		64	7.16	7.21	6.60 - 7.98	5.64	4.00 - 7.00

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REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE	ENTRY LEVEL RANGE
(078.361-014)	MEDICAL TECHNOLOGIST	47	12.59	11.34	11.34 - 14.22	NA	NA	NA
(201.362-018)	■ MEMBERSHIP SECRETARY	4	6.17	5.81	3.07 - 9.60	NA	NA	NA
(293.357-022)	■ MEMBERSHIP SOLICITOR	4	7.30	6.76	3.89 - 11.24	NA	NA	NA
(239.567-010)	MESSENGER	36	5.85	5.90	4.50 - 6.94	4.77	3.80 - 7.10	
(249.382-010)	■ MORTGAGE CLERK	38	6.86	6.70	5.69 - 7.52	5.42	4.93 - 7.21	
(203.382-022)	MORTGAGE-PROCESSING CLERK	12	6.66	6.60	5.89 - 7.30	NA	NA	NA
(249.167-014)	■ MOTOR VEHICLE DISPATCHER	15	10.82	9.78	8.85 - 13.85	7.84	4.38 - 11.00	
(807.664-010)	■ MUFFLER AND EXHAUST INSTALLER	8	6.63	6.75	4.87 - 9.50	NA	NA	NA
(355.674-014)	NURSE AIDE/ORDERLY	207	4.84	4.45	4.35 - 4.95	5.00	3.80 - 7.10	
(075.264-010)	NURSE PRACTITIONER	5	13.42	13.00	11.50 - 15.56	NA	NA	NA
(075.127-018)	NURSE, HEAD	21	14.19	14.12	13.93 - 14.12	12.04	11.54 - 12.59	
(075.121-010)	NURSE, INSTRUCTOR	162	15.94	16.02	15.26 - 16.67	11.38	9.00 - 13.23	
(075.127-022)	NURSE, SUPERVISOR	28	18.30	19.05	14.56 - 22.47	15.37	10.25 - 20.01	
(651.482-010)	OFFSET-PRESS OPERATOR	13	11.34	11.91	9.69 - 13.29	NA	NA	NA
(170.170-000)	ONE-PERSON OFFICE WORKER	68	6.48	6.39	5.00 - 7.50	4.98	3.80 - 8.65	
(859.683-010)	■ OPERATING ENGINEER	21	11.91	13.00	10.95 - 13.43	NA	NA	NA
(186.167-050)	OPERATIONS OFFICER	9	14.04	16.83	8.77 - 18.34	NA	NA	NA
(249.367-054)	ORDER CLERK	17	6.82	6.50	5.92 - 6.88	NA	NA	NA
(920.587-018)	■ PACKAGER, HAND	21	7.18	6.40	5.00 - 10.00	4.93	4.50 - 6.00	
(741.684-026)	PAINTER, SPRAY	5	6.75	7.00	5.62 - 7.75	4.50	4.00 - 5.00	
(119.267-026)	PARALEGAL ASSISTANT	32	8.33	8.00	7.00 - 9.70	7.62	5.00 - 11.54	
(215.482-010)	PAYROLL CLERK	35	8.29	7.50	6.50 - 9.92	6.31	4.00 - 13.50	
(309.674-014)	PERSONAL ATTENDANT	3	4.03	3.80	3.80 - 4.50	NA	NA	NA

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(074.161-010)	PHARMACIST	58	16.89	16.26	15.61 - 18.85	14.89	12.00 - 17.00
(074.387-010)	PHARMACY HELPER	16	6.27	6.32	5.96 - 6.34	5.72	5.50 - 6.11
(143.062-034)	PHOTOJOURNALIST	5	9.55	11.38	6.45 - 11.74	6.52	5.00 - 9.14
(650.582-022)	PHOTOTYPESETTING SPECIALIST	10	8.15	7.34	5.43 - 11.73	NA	NA NA
(076.121-014)	PHYSICAL THERAPIST	34	14.05	13.78	12.81 - 15.11	13.33	12.50 - 14.89
(355.354-010)	PHYSICAL THERAPY AIDE	12	5.65	5.54	5.08 - 5.89	5.47	4.50 - 6.75
(079.364-018)	PHYSICAN, ASSISTANT	5	14.97	15.00	9.93 - 20.00	11.91	6.00 - 16.67
(219.362-042)	POLICY-CHANGE CLERK	4	7.85	6.76	5.45 - 11.32	7.35	5.30 - 11.27
(216.587-014)	POSTING CLERK	4	5.09	5.50	4.26 - 5.50	NA	NA NA
(189.117-026)	PRESIDENT	9	10.18	10.38	6.73 - 13.12	NA	NA NA
(609.685-018)	■ PRODUCTION MACHINE OPERATOR	5	5.72	5.00	4.62 - 7.17	NA	NA NA
(699.130-010)	PRODUCTION SUPERVISOR	6	16.09	12.02	11.60 - 23.42	NA	NA NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	6	10.57	9.59	8.44 - 13.22	7.26	5.50 - 8.65
(217.382-010)	PROOF-MACHINE OPERATOR	10	5.15	5.16	4.83 - 5.35	NA	NA NA
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	8	10.66	10.46	7.62 - 14.30	9.20	6.15 - 12.00
(162.157-038)	PURCHASING AGENT	59	9.68	9.23	7.36 - 11.25	8.67	4.00 - 12.35
(237.367-038)	RECEPTIONIST	132	6.52	6.35	5.27 - 7.50	5.17	3.80 - 9.40
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	441	12.43	11.94	11.94 - 11.94	11.49	10.50 - 12.07
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	24	10.58	10.50	10.25 - 10.95	9.95	9.50 - 10.25
(131.267-018)	REPORTER	24	9.17	9.96	6.25 - 12.23	6.25	5.00 - 9.14
(109.267-010)	RESEARCH ASSISTANT	10	5.39	4.75	4.75 - 5.88	6.08	4.75 - 7.50
(313.131-014)	■ RESTAURANT CHEF	125	5.80	5.66	5.00 - 6.00	4.99	3.80 - 7.44
(292.353-010)	■ ROUTE DRIVER	187	6.73	3.90	3.85 - 7.50	4.58	3.80 - 7.50

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(251.257-010) ■SALES AGENT, FINANCIAL SERVICES		6	9.66	7.75	6.65 - 12.27	NA	NA	NA
(250.257-010) ■SALES AGENT, INSURANCE		6	9.48	8.12	7.13 - 12.47	NA	NA	NA
(290.477-014) ■SALES CLERK		35	4.61	4.25	3.85 - 5.00	4.12	3.80 - 5.00	
(290.477-018) SALES CLERK, FOOD		58	5.87	5.01	4.25 - 7.05	5.31	3.80 - 7.50	
(254.357-014) ■SALES REPRESENTATIVE, ADVERTISING		12	6.56	5.68	5.18 - 8.36	NA	NA	NA
(279.357-014) ■SALES REPRESENTATIVE, GENERAL MOSE		234	11.41	11.54	6.67 - 13.27	8.85	4.00 - 19.66	
(279.357-054) ■SALESPERSON, GENERAL MERCHANDISE		586	5.86	5.00	4.00 - 6.50	4.75	3.35 - 8.65	
(279.357-062) SALESPERSON, PARTS		12	7.83	8.00	6.37 - 8.50	7.50	4.00 - 14.50	
(201.362-030) SECRETARY		246	7.11	6.63	5.45 - 8.34	5.19	2.90 - 10.00	
(372.667-034) ● SECURITY GUARD		86	6.12	5.25	5.00 - 6.67	6.76	3.80 - 10.39	
(915.467-010) SERVICE STATION ATTENDANT		15	4.59	4.00	4.00 - 5.00	4.10	3.80 - 4.50	
(222.387-050) SHIPPING AND RECEIVING CLERK		71	6.68	6.50	5.06 - 8.20	5.02	3.75 - 9.82	
(313.361-022) ■SHORT-ORDER COOK		185	5.10	5.00	4.50 - 5.50	4.37	3.35 - 6.43	
(869.381-026) SIGN ERECTOR		11	5.89	5.00	5.00 - 6.75	NA	NA	NA
(195.107-030) SOCIAL WORKER, MEDICAL; CLINICAL		66	10.36	10.48	8.00 - 12.60	8.37	5.75 - 12.13	
(202.362-014) STENOGRAPHER		13	9.46	9.25	7.48 - 11.96	5.68	3.85 - 7.85	
(222.387-058) ■STOCK CLERK		65	7.22	6.00	5.00 - 9.62	5.58	4.00 - 14.66	
(922.687-058) STORES LABORER		43	7.45	7.00	5.25 - 9.75	5.59	3.80 - 9.50	
(183.I67-018) SUPERVISOR, DEPARTMENT OR DIVISION		10	13.34	15.38	9.11 - 15.38	11.28	6.00 - 18.62	
(899.133-010) SUPERVISOR, LABOR GANG		6	8.48	6.87	3.42 - 13.35	NA	NA	NA
(638.131-026) SUPERVISOR, MECHANICAL MAINTANENCE		4	9.94	11.06	6.63 - 12.12	NA	NA	NA
(205.367-054) ■SURVEY WORKER		78	6.39	6.22	5.70 - 6.22	NA	NA	NA
(018.167-034) SURVEYOR ASSISTANT, INSTRUMENTS		16	8.22	8.25	8.00 - 9.00	NA	NA	NA

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(869.567-010)	SURVEYOR HELPER	28	5.77	5.50	5.25 - 6.00	NA	NA NA
(099.327-010)	TEACHER AIDE	8	5.05	5.50	3.80 - 6.00	NA	NA NA
(092.227-018)	TEACHER, PRESCHOOL	19	6.27	6.00	5.10 - 8.00	5.62	3.80 - 8.00
(077.121-010)	TECHNICIAN, DIETETIC	8	8.56	7.45	7.01 - 10.24	8.22	6.00 - 13.00
(003.161-014)	TECHNICIAN, ELECTRONIC	9	12.73	13.13	6.37 - 18.75	12.37	4.25 - 22.50
(079.374-022)	TECHNICIAN, OPERATING-ROOM	24	8.85	7.83	7.83 - 7.83	6.58	5.75 - 8.34
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	3	7.42	6.25	6.00 - 10.00	NA	NA NA
(078.362-026)	TECHNICIAN, X-RAY	75	10.32	9.72	9.30 - 11.15	9.25	6.50 - 11.30
(235.662-022)	TELEPHONE OPERATOR	48	5.84	5.58	4.50 - 7.06	5.32	4.00 - 7.10
(211.362-018)	TELLER	157	5.72	5.54	5.07 - 6.22	4.49	3.80 - 5.37
(211.132-010)	TELLER, HEAD	7	7.87	6.92	6.27 - 7.66	NA	NA NA
(203.582-054)	TERMINAL OPERATOR	10	6.52	6.92	5.31 - 7.54	4.83	4.00 - 6.50
(915.684-010)	■TIRE REPAIRER	26	6.25	6.00	5.25 - 7.12	5.71	4.00 - 10.82
(119.287-010)	TITLE EXAMINER	8	6.69	6.75	5.22 - 7.73	NA	NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(252.157-010)	■TRAVEL AGENT	25	7.32	7.01	6.09 - 8.34	4.62	4.00 - 5.37
(905.663-014)	■TRUCK DRIVER, HEAVY	17	8.55	8.30	8.00 - 9.27	7.52	4.62 - 9.81
(921.683-050)	TRUCK DRIVER, INDUSTRIAL	30	11.93	13.40	10.18 - 13.40	NA	NA NA
(906.683-022)	■TRUCK DRIVER, LIGHT	38	8.20	8.75	6.00 - 10.00	6.54	5.00 - 10.00
(904.383-010)	■TRUCK DRIVER, TRACTOR TRAILER	194	10.03	11.25	8.48 - 11.33	7.38	3.09 - 10.63
(169.167-064)	UNDERWRITER, LIFE	4	17.93	13.82	7.51 - 32.45	NA	NA NA
(219.367-038)	UNDERWRITING CLERK	10	10.84	12.95	6.36 - 13.99	5.81	4.50 - 7.21
(073.101-010)	■VETERINARIAN	5	11.60	11.08	9.38 - 14.06	NA	NA NA

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(311.477-030) ■ WAITER/WAITRESS		531	3.97	3.80	3.80 - 4.00	3.86	3.35 - 5.00
(910.367-030) WAY INSPECTOR		4	9.80	9.62	9.00 - 10.78	NA	NA
(819.384-010) WELDER, COMBINATION		25	10.31	9.00	7.00 - 13.86	NA	NA
(769.687-054) WOODWORKING SHOP HAND		13	5.08	4.50	4.50 - 5.75	5.00	4.50 - 5.50

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Region 3 Wage Information



REGION 3: Beaverhead, Deer Lodge, Granite, Madison,
Powell, and Silver Bow Counties

REGION 3 INFORMATIONAL WAGE RATES BY OCCUPATION
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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010) ■ ACCOUNTANT		85	12.04	10.96	9.23 - 14.42	8.40	3.80 - 19.15
(216.482-010) ACCOUNTING CLERK		64	7.33	7.03	5.50 - 8.30	5.65	4.00 - 8.00
(187.137-010) ■ ACTIVITY COORDINATOR		10	6.18	5.72	5.35 - 7.16	4.80	4.25 - 5.31
(169.167-010) ADMINISTRATIVE ASSISTANT		7	15.74	15.14	10.10 - 21.70	10.84	5.00 - 21.70
(169.167-014) ADMINISTRATIVE SECRETARY		11	7.76	8.17	7.00 - 8.65	6.22	5.00 - 7.88
(187.117-010) ADMINISTRATOR, HOSPITAL		5	14.74	16.83	10.57 - 17.86	12.62	8.68 - 17.65
(185.167-047) ■ ASSISTANT RETAIL MANAGER		57	9.34	10.26	6.15 - 11.74	5.35	3.80 - 7.87
(189.117-010) ASSOCIATION EXECUTIVE		5	13.36	13.46	10.14 - 16.52	NA	NA NA
(807.381-010) AUTO BODY REPAIRER		7	10.45	9.50	8.25 - 15.00	NA	NA NA
(313.381-010) BAKER		15	6.35	5.50	4.25 - 7.00	5.17	3.80 - 8.24
(312.474-010) ■ BARTENDER		128	5.60	5.50	5.00 - 6.22	5.03	3.80 - 7.00
(214.382-014) BILLING CLERK		12	7.56	7.00	6.07 - 7.65	5.75	4.00 - 7.33
(210.382-014) ■ BOOKKEEPER, FULL-CHARGE; GENERAL		138	7.55	7.07	5.96 - 9.00	5.48	3.50 - 10.00
(210.382-022) BOOKKEEPING MACHINE OPERATOR		3	6.27	7.10	4.50 - 7.21	NA	NA NA
(913.463-010) ■ BUS DRIVER		194	6.72	5.50	5.50 - 6.62	6.69	5.25 - 9.00
(187.167-018) BUSINESS REPRESENTATIVE, LABOR UNION		6	16.51	13.85	13.22 - 19.62	NA	NA NA
(860.381-022) CARPENTER		6	10.88	10.75	9.56 - 12.00	8.58	7.50 - 9.23
(211.462-014) ■ CASHIER-CHECKER		383	6.83	6.17	4.35 - 9.51	4.07	3.50 - 5.00
(211.362-010) CASHIER, GENERAL		142	4.73	4.50	4.00 - 5.00	4.19	3.35 - 5.00
(359.677-018) ■ CHILD CARE WORKER		23	4.87	5.00	4.50 - 5.25	4.69	4.00 - 5.00
(241.217-010) ■ CLAIM ADJUSTER		18	18.00	16.37	14.97 - 20.16	NA	NA NA
(205.367-018) CLAIMS CLERK, LOSS-CLAIMS		5	18.21	20.65	8.85 - 26.34	10.74	4.00 - 17.75
(381.687-014) ■ CLEANER, COMMERCIAL OR INSTITUTIONAL		155	5.35	4.83	4.25 - 5.88	5.23	2.40 - 20.00

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(203.362-010)	CLERK-TYPIST	36	6.17	5.96	5.25 - 6.85	5.15	3.75 - 7.48
(209.562-010)	CLERK, GENERAL	133	6.49	6.00	5.25 - 7.18	5.23	3.50 - 9.23
(639.281-014)●	COIN-MACHINE-SERVICE REPAIRER	6	9.22	9.90	8.44 - 10.05	NA	NA NA
(213.362-010) ■	COMPUTER OPERATOR	40	7.59	7.81	5.82 - 8.70	5.58	3.85 - 8.07
(020.187-010) ■	COMPUTER PROGRAMMER	6	7.88	8.05	6.50 - 9.14	6.35	4.00 - 7.86
(186.117-014)	CONTROLLER	10	18.71	17.23	14.29 - 25.09	17.91	15.65 - 20.39
(315.361-010) ■	COOK, MESS	20	5.87	5.85	5.00 - 6.40	4.81	4.23 - 5.52
(160.167-018)	COST ACCOUNTANT	26	14.86	13.85	12.60 - 17.15	10.22	8.50 - 12.00
(045.107-010)	COUNSELOR, GUIDANCE	4	8.85	9.00	8.25 - 9.28	NA	NA NA
(205.367-022) ■	CREDIT CLERK	7	7.88	7.95	7.10 - 8.60	NA	NA NA
(203.582-026)	DATA - CODER OPERATOR	5	7.20	6.00	5.62 - 9.37	NA	NA NA
(299.477-010)	DELIVERER, MERCHANDISE	19	5.36	5.00	4.75 - 5.50	4.49	3.80 - 6.00
(079.371-010)	DENTAL ASSISTANT	26	6.32	6.12	5.43 - 7.40	4.73	4.00 - 5.50
(078.361-010) ■	DENTAL HYGIENIST	12	18.48	14.65	8.62 - 30.00	NA	NA NA
(072.101-010)	DENTIST	6	38.64	30.38	21.99 - 56.92	NA	NA NA
(142.081-010) ■	DESIGNER, FLORAL	23	5.03	5.00	4.50 - 5.75	4.41	3.85 - 5.00
(142.061-026)	DESIGNER, INDUSTRIAL	6	9.59	7.25	5.47 - 15.74	NA	NA NA
(187.117-014) ■	DIRECTOR, COMMUNITY ORGANIZATION	4	13.32	11.95	8.97 - 19.01	11.44	7.50 - 16.83
(184.117-010)	DIRECTOR, PUBLIC SERVICE	10	18.20	15.07	12.40 - 18.87	NA	NA NA
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	3	20.79	19.78	16.83 - 25.77	NA	NA NA
(007.167-014)	ENGINEER, PLANT	7	17.07	13.50	13.14 - 22.98	NA	NA NA
(187.117-026)	EXECUTIVE DIRECTOR, SHELTERED WORKSHOP	4	15.68	15.66	15.40 - 15.95	NA	NA NA
(189.117-034) ■	EXECUTIVE OFFICER	72	23.29	24.02	18.09 - 27.51	13.35	2.77 - 25.00

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REGION 3 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE	ENTRY LEVEL RANGE
(410.664-010)	FARMWORKER, LIVESTOCK	3	4.92	4.81	4.44 - 5.50	NA	NA	NA
(185.137-011)	FAST FOOD ASSISTANT MANAGER	16	4.67	4.60	4.27 - 4.98	4.20	3.80 - 4.80	
(311.472-010)	FAST-FOODS WORKER	109	3.91	3.80	3.80 - 4.00	3.80	3.80 - 3.80	
(189.267-010)	FIELD REPRESENTATIVE	7	10.93	11.85	9.23 - 11.85	NA	NA	NA
(206.362-010)	FILE CLERK	18	4.98	4.74	4.25 - 5.49	4.40	3.75 - 5.00	
(600.280-022)	GENERAL MACHINIST	11	8.55	8.00	7.00 - 10.00	6.75	6.00 - 8.00	
(070.101-022)	■GENERAL PRACTITIONER	4	39.23	36.43	26.03 - 55.21	NA	NA	NA
(024.061-018)	GEOLOGIST	13	10.13	7.00	7.00 - 12.06	7.26	5.77 - 10.00	
(921.683-026)	GRAIN ELEVATOR OPERATOR	17	6.46	7.00	5.00 - 7.43	NA	NA	NA
(406.684-014) ●■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL		12	8.05	6.17	5.15 - 7.44	6.21	5.00 - 7.28	
(353.161-010)	■GUIDE, HUNTING AND FISHING	43	7.74	6.06	5.00 - 10.00	5.73	3.46 - 7.59	
(332.271-018)	■HAIR STYLIST	29	4.99	4.35	4.35 - 4.35	4.40	3.80 - 6.00	
(309.354-010)	HOMEMAKER	3	5.00	5.00	5.00 - 5.00	NA	NA	NA
(205.362-018)	HOSPITAL ADMISSIONS CLERK	4	6.80	6.47	5.80 - 8.12	5.67	5.25 - 6.00	
(238.362-010)	■HOTEL (MOTEL) CLERK	23	4.58	4.58	3.80 - 5.19	4.47	3.46 - 5.50	
(323.687-018)	HOUSECLEANER	13	4.60	4.58	4.00 - 4.79	4.14	3.85 - 4.58	
(097.227-014)	INSTRUCTOR, VOCATIONAL TRAINING	11	10.30	7.53	3.96 - 17.19	NA	NA	NA
(160.167-034)	INTERNAL AUDITOR	5	12.35	12.75	9.78 - 14.71	9.45	5.60 - 12.00	
(222.387-026)	■INVENTORY CLERK	3	6.74	4.77	3.68 - 11.78	NA	NA	NA
(382.664-010) ●■ JANITOR		148	4.78	4.25	4.00 - 5.00	4.79	1.44 - 7.21	
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	8	7.10	6.90	6.18 - 8.30	6.37	5.00 - 7.40	
(318.687-010)	■KITCHEN HELPER	142	4.30	4.10	4.00 - 4.50	4.19	3.35 - 8.90	
(500.000-000)	■LABORER, GENERAL	42	6.14	6.00	5.00 - 7.00	5.20	4.00 - 7.00	

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REGION 3 INFORMATIONAL WAGE RATES BY OCCUPATION
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O.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(361.684-014)	LAUNDRY WORKER	28	5.27	5.17	4.55 - 5.75	4.59	4.03 - 5.36
(201.362-010)	LEGAL SECRETARY	36	7.91	7.49	6.43 - 9.08	5.82	4.00 - 7.00
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	15	7.67	7.50	7.00 - 8.30	6.63	5.50 - 7.50
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	32	7.03	7.00	6.63 - 7.00	NA	NA NA
(186.267-018)	■ LOAN OFFICER	33	10.64	10.41	8.71 - 11.91	7.73	6.00 - 8.84
(209.587-026)	MAIL CLERK	10	7.83	6.18	5.34 - 11.38	5.58	3.80 - 9.00
(829.281-014)	■ MAINTENANCE ELECTRICIAN	9	16.26	14.54	13.62 - 19.00	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	25	7.67	7.00	5.37 - 9.58	6.23	4.25 - 10.47
(189.167-018)	MANAGEMENT TRAINEE	22	4.58	4.35	4.13 - 4.66	4.23	4.00 - 5.00
(185.167-014)	■ MANAGER, AUTOMOBILE SERVICE STATION	4	6.34	5.46	4.45 - 9.10	NA	NA NA
(168.167-054)	MANAGER, CREDIT AND COLLECTION	9	11.74	9.61	8.05 - 15.82	11.67	4.85 - 18.08
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	5	15.65	16.50	9.39 - 21.48	NA	NA NA
(166.167-030)	■ MANAGER, EMPLOYMENT	47	11.53	11.00	8.06 - 14.42	8.76	4.00 - 12.69
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	7	7.09	7.55	5.37 - 8.75	5.91	4.81 - 6.92
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	43	13.69	12.19	10.45 - 16.11	10.08	4.85 - 14.42
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	17	14.19	13.08	12.20 - 16.42	NA	NA NA
(186.167-034)	MANAGER, INSURANCE OFFICE	3	25.50	25.21	22.49 - 28.79	NA	NA NA
(320.137-014)	■ MANAGER, LODGING FACILITIES	6	6.17	5.22	5.00 - 8.14	NA	NA NA
(185.167-034)	■ MANAGER, MERCHANDISE	10	11.94	10.52	6.27 - 20.77	4.62	3.73 - 6.00
(169.167-034)	■ MANAGER, OFFICE	110	10.20	9.14	7.00 - 11.54	8.34	4.00 - 20.00
(183.117-014)	MANAGER, PLANT	6	15.14	13.47	12.14 - 17.24	NA	NA NA
(185.167-046)	■ MANAGER, RETAIL STORE	126	10.11	8.78	7.17 - 12.77	7.33	2.37 - 14.42
(163.167-018)	■ MANAGER, SALES	14	12.92	11.78	8.57 - 16.29	5.09	3.66 - 6.92

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(929.687-030)● MATERIAL HANDLER		21	10.37	10.50	7.75 - 12.42	NA	NA NA
(316.684-018) MEAT CUTTER		35	9.99	10.94	9.61 - 11.09	5.37	4.00 - 6.65
(920.587-017) MEAT PACKAGER		20	7.78	8.87	5.93 - 8.89	NA	NA NA
(620.684-014) ■MECHANIC HELPER, AUTOMOBILE		25	6.15	5.50	4.50 - 6.75	5.12	3.80 - 6.00
(620.261-010)●■MECHANIC, AUTOMOBILE		171	9.69	9.73	6.70 - 13.10	8.21	3.85 - 13.58
(625.281-010) ■MECHANIC, DIESEL		100	12.11	12.62	10.60 - 13.75	8.06	6.00 - 12.57
(638.281-014) ■MECHANIC, MAINTENANCE		23	12.66	13.25	11.50 - 13.94	9.07	5.00 - 12.00
(079.367-010) MEDICAL ASSISTANT		7	7.79	7.10	5.50 - 8.00	NA	NA NA
(245.362-010) MEDICAL RECORD CLERK		9	6.95	5.93	5.05 - 9.36	5.75	4.25 - 8.61
(201.362-014) MEDICAL SECRETARY		22	6.74	6.46	5.50 - 8.00	5.88	4.00 - 7.50
(078.361-014) MEDICAL TECHNOLOGIST		14	10.70	9.71	9.49 - 12.03	8.73	8.00 - 10.87
(201.362-018) ■MEMBERSHIP SECRETARY		6	7.53	7.64	5.29 - 9.48	NA	NA NA
(239.567-010) MESSENGER		18	5.04	4.50	3.85 - 6.00	4.60	3.23 - 7.10
(638.281-018) MILLWRIGHT		7	10.07	10.00	10.00 - 11.00	NA	NA NA
(249.382-010) ■MORTGAGE CLERK		25	6.60	6.43	5.54 - 7.18	5.31	4.93 - 5.69
(355.674-014) NURSE AIDE/ORDERLY		141	5.45	5.30	4.80 - 5.70	5.41	4.03 - 7.40
(075.127-018) NURSE, HEAD		9	13.98	14.00	12.69 - 14.62	11.17	10.00 - 13.40
(075.127-022) NURSE, SUPERVISOR		19	15.42	14.65	12.50 - 18.76	11.74	8.00 - 14.73
(170.170-000) ONE-PERSON OFFICE WORKER		46	6.28	6.12	5.00 - 7.00	5.13	3.65 - 6.50
(859.683-010) ■OPERATING ENGINEER		21	12.03	12.60	11.00 - 13.43	8.19	6.00 - 9.57
(249.367-054) ORDER CLERK		6	7.25	5.77	5.03 - 8.94	NA	NA NA
(119.267-026) PARALEGAL ASSISTANT		15	8.81	8.41	8.00 - 9.85	6.17	5.77 - 7.00
(215.482-010) PAYROLL CLERK		17	8.91	8.00	7.47 - 9.74	6.30	4.50 - 8.65

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(074.161-010)	PHARMACIST	20	18.81	20.00	17.25 - 20.40	16.82	16.00 - 18.00
(074.387-010)	PHARMACY HELPER	10	5.99	6.00	5.67 - 6.00	NA	NA NA
(355.354-010)	PHYSICAL THERAPY AIDE	7	6.70	7.26	4.95 - 7.62	5.45	4.60 - 7.05
(214.482-022)	POLICY RATER, PERSONAL LINES	5	7.62	7.26	6.55 - 8.87	NA	NA NA
(195.227-010)	PROGRAM AIDE, GROUP WORK	6	5.64	5.00	5.00 - 5.95	NA	NA NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	5	9.89	10.81	7.35 - 11.98	9.69	6.50 - 12.00
(162.157-038)	PURCHASING AGENT	34	10.24	10.25	8.11 - 12.03	8.78	5.00 - 12.35
(237.367-038)	RECEPTIONIST	63	6.75	6.75	5.20 - 7.94	5.04	3.50 - 7.46
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	28	12.14	12.10	11.30 - 13.00	10.59	10.15 - 11.13
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	13	11.09	11.10	10.50 - 11.50	NA	NA NA
(313.131-014) ■ RESTAURANT CHEF		63	5.66	5.70	5.00 - 6.25	4.83	3.80 - 6.00
(292.353-010) ■ ROUTE DRIVER		174	7.69	3.92	3.85 - 9.85	4.77	3.85 - 6.00
(251.257-010) ■ SALES AGENT, FINANCIAL SERVICES		6	10.47	10.53	8.85 - 11.77	NA	NA NA
(290.477-014) ■ SALES CLERK		19	4.41	4.00	4.00 - 5.00	4.10	4.00 - 4.50
(290.477-018) SALES CLERK, FOOD		35	5.07	4.35	4.25 - 6.00	4.58	4.00 - 5.32
(279.357-014) ■ SALES REPRESENTATIVE, GENERAL MDSE		203	11.52	11.54	6.63 - 13.75	8.90	4.50 - 19.66
(279.357-054) ■ SALESPERSON, GENERAL MERCHANDISE		347	6.16	5.25	4.25 - 7.25	4.85	3.65 - 9.51
(279.357-062) SALESPERSON, PARTS		4	6.24	7.04	3.16 - 8.50	NA	NA NA
(201.362-030) SECRETARY		160	7.51	7.00	5.96 - 8.65	5.43	3.50 - 10.00
(372.667-034) ● SECURITY GUARD		61	5.42	5.10	5.00 - 5.29	5.37	4.04 - 7.43
(915.467-010) SERVICE STATION ATTENDANT		4	5.88	5.00	4.25 - 8.37	NA	NA NA
(222.387-050) SHIPPING AND RECEIVING CLERK		36	6.97	6.50	5.77 - 8.47	4.71	3.50 - 6.00
(313.361-022) ■ SHORT-ORDER COOK		103	4.97	5.00	4.50 - 5.50	4.39	3.50 - 5.70

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(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	45	9.50	9.00	6.50 - 12.18	7.36	4.76 - 12.13
(202.362-014)	STENOGRAPHER	11	9.61	9.11	7.50 - 11.96	5.89	5.20 - 7.00
(222.387-058)	■ STOCK CLERK	51	6.92	5.75	5.00 - 10.55	4.52	3.50 - 6.00
(922.687-058)	STORES LABORER	35	8.39	7.95	6.20 - 10.50	5.86	3.85 - 9.50
(205.367-054)	■ SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA NA
(099.327-010)	TEACHER AIDE	3	4.27	4.00	3.80 - 5.00	NA	NA NA
(092.227-018)	TEACHER, PRESCHOOL	12	7.35	7.97	6.07 - 8.20	6.05	4.75 - 7.40
(003.161-014)	TECHNICIAN, ELECTRONIC	3	11.93	10.74	7.53 - 17.51	NA	NA NA
(078.362-026)	TECHNICIAN, X-RAY	6	10.71	10.89	9.50 - 12.10	NA	NA NA
(235.662-022)	TELEPHONE OPERATOR	11	5.59	5.25	5.00 - 5.93	5.51	4.25 - 7.10
(211.362-018)	TELLER	149	5.83	5.63	5.20 - 6.23	4.71	3.85 - 5.37
(915.684-010)	■ TIRE REPAIRER	31	7.10	7.00	6.50 - 8.00	5.33	5.00 - 6.00
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(252.157-010)	■ TRAVEL AGENT	5	4.70	4.25	4.00 - 5.62	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	29	9.93	10.40	9.24 - 10.99	7.12	4.62 - 10.99
(906.683-022)	■ TRUCK DRIVER, LIGHT	25	8.43	9.50	6.37 - 9.78	7.31	4.50 - 11.72
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	30	8.35	9.57	7.65 - 10.00	7.76	3.09 - 11.95
(311.477-030)	■ WAITER/WAITRESS	216	4.20	4.00	3.80 - 4.50	3.82	3.35 - 4.50
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(819.384-010)	WELDER, COMBINATION	29	9.41	8.00	8.00 - 8.00	NA	NA NA

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Region 4 Wage Information



REGION 4: Blaine, Cascade, Chouteau, Glacier, Hill,
Liberty, Pondera, Teton, and Toole Counties

REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010) ■ ACCOUNTANT		134	11.95	10.75	8.72 - 14.18	8.31	2.72 - 25.00
(216.482-010) ACCOUNTING CLERK		109	7.46	7.19	6.08 - 8.46	5.87	3.80 - 8.99
(187.137-010) ■ ACTIVITY COORDINATOR		8	6.26	5.52	5.12 - 7.98	5.51	3.80 - 8.65
(169.167-010) ADMINISTRATIVE ASSISTANT		24	8.76	7.09	6.20 - 10.31	6.28	3.59 - 10.93
(219.362-010) ADMINISTRATIVE CLERK		5	7.93	7.00	6.00 - 10.32	6.89	4.93 - 11.54
(169.167-014) ADMINISTRATIVE SECRETARY		18	8.70	8.34	7.28 - 9.14	7.51	5.00 - 9.18
(410.674-010) ANIMAL CARETAKER		14	4.60	4.12	3.80 - 5.97	3.73	3.40 - 4.00
(159.147-010) ANNOUNCER		31	5.72	5.00	5.00 - 6.02	4.15	3.80 - 4.50
(001.061-010) ARCHITECT		8	15.45	14.62	12.24 - 17.31	NA	NA NA
(185.167-047) ■ ASSISTANT RETAIL MANAGER		76	9.19	9.31	6.31 - 11.68	5.54	3.75 - 8.31
(189.117-010) ASSOCIATION EXECUTIVE		12	13.06	11.88	8.32 - 17.80	8.34	3.46 - 15.33
(359.677-010) ATTENDANT, CHILDREN'S INSTITUTION		18	4.88	4.25	4.00 - 4.83	NA	NA NA
(807.381-010) AUTO BODY REPAIRER		39	9.54	9.00	6.60 - 12.50	6.58	5.25 - 7.50
(920.687-014) BAGGER, GROCERY PACKER		16	3.93	3.85	3.81 - 4.15	4.05	3.80 - 4.50
(313.381-010) BAKER		15	6.60	6.00	4.25 - 7.75	5.74	3.80 - 11.00
(312.474-010) ■ BARTENDER		261	5.42	5.00	4.90 - 6.00	4.78	3.00 - 7.00
(214.382-014) BILLING CLERK		21	6.93	7.00	5.50 - 7.87	5.31	3.80 - 7.33
(210.382-014) ■ BOOKKEEPER, FULL-CHARGE; GENERAL		268	7.25	6.92	5.73 - 8.58	5.69	2.31 - 15.00
(203.582-014) BRAILLE TYPIST		6	6.78	6.68	5.71 - 7.81	NA	NA NA
(850.683-010) BULLDOZER OPERATOR		5	10.16	10.28	9.99 - 10.28	NA	NA NA
(913.463-010) ■ BUS DRIVER		256	6.46	5.50	5.50 - 7.50	6.11	4.81 - 7.50
(311.677-010) CAFETERIA ATTENDANT		55	4.06	3.85	3.80 - 4.20	4.08	3.80 - 5.00
(143.062-022) CAMERA OPERATOR		18	10.27	4.25	4.17 - 25.45	NA	NA NA

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REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE	LEVEL RANGE
(915.667-010)	CAR-WASH ATTENDANT, AUTOMATIC	4	4.63	4.75	4.12 - 5.00	NA	NA	NA
(301.687-010)	■CARETAKER	9	4.70	3.80	3.80 - 5.75	NA	NA	NA
(195.107-010)	CASEWORKER	14	10.09	10.85	7.69 - 11.66	NA	NA	NA
(211.462-014)	■CASHIER-CHECKER	424	6.64	5.50	4.35 - 9.04	4.29	3.80 - 8.41	
(211.362-010)	CASHIER, GENERAL	328	4.66	4.25	4.00 - 5.00	4.12	3.50 - 6.00	
(211.462-010)	CASHIER, OFFICE	15	4.83	5.25	3.80 - 5.50	NA	NA	NA
(406.684-010)	CEMETERY WORKER	4	5.91	5.50	4.65 - 7.58	NA	NA	NA
(216.387-010)	CHECK-PROCESSING CLERK	6	6.73	5.61	5.15 - 9.41	NA	NA	NA
(003.167-030)	CHIEF ENGINEER, BROADCASTING	10	13.86	12.26	10.75 - 13.27	9.29	7.21 - 12.00	
(359.677-018)	■CHILD CARE WORKER	62	4.13	4.05	3.80 - 4.25	3.73	2.42 - 5.00	
(241.217-010)	■CLAIM ADJUSTER	21	17.41	15.33	14.97 - 18.07	NA	NA	NA
(241.362-010)	CLAIMS CLERK	20	8.51	7.50	6.55 - 9.61	5.66	4.75 - 6.43	
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	5	18.95	20.65	10.69 - 26.34	NA	NA	NA
(381.687-014)	■CLEANER, COMMERCIAL OR INSTITUTIONAL	246	4.94	4.50	4.00 - 5.19	4.90	1.92 - 20.00	
(323.687-014)	CLEANER, HOUSEKEEPING	4	6.75	6.50	5.37 - 8.37	6.67	5.00 - 9.00	
(203.362-010)	CLERK-TYPIST	80	6.31	5.74	5.00 - 7.21	5.28	3.75 - 11.65	
(209.562-010)	CLERK, GENERAL	238	6.58	6.00	5.16 - 7.36	5.08	3.46 - 9.62	
(309.677-010)	COMPANION	4	5.88	6.00	5.62 - 6.00	NA	NA	NA
(213.362-010)	■COMPUTER OPERATOR	91	7.43	7.00	5.54 - 8.50	5.86	3.80 - 10.00	
(020.187-010)	■COMPUTER PROGRAMMER	11	10.99	10.24	8.51 - 14.42	9.07	6.00 - 12.98	
(012.167-066)	COMPUTER SYSTEMS ANALYST	21	13.28	13.14	12.31 - 13.59	11.01	6.00 - 17.00	
(291.457-020)	CONCESSIONS VENDOR	15	3.87	3.80	3.80 - 4.00	NA	NA	NA
(869.664-014)	CONSTRUCTION WORKER (GENERAL LABORER)	12	12.78	13.75	8.62 - 17.50	NA	NA	NA

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(186.117-014)	CONTROLLER	13	15.26	14.42	9.06 - 19.93	11.50	5.00 - 20.39
(526.381-026)	COOK, KETTLE	10	6.22	5.79	5.05 - 7.60	NA	NA NA
(315.361-010)	■ COOK, MESS	88	5.32	5.00	4.75 - 5.50	4.89	3.85 - 7.07
(313.361-014)	COOK, RESTAURANT	14	4.62	3.85	3.80 - 5.76	4.35	3.80 - 5.25
(160.167-018)	COST ACCOUNTANT	33	13.61	13.85	12.02 - 16.79	9.89	3.46 - 15.66
(205.367-022)	■ CREDIT CLERK	11	7.51	7.88	6.49 - 8.13	4.55	4.50 - 4.65
(102.017-010)	CURATOR	7	7.68	8.29	4.50 - 8.66	NA	NA NA
(239.367-010)	CUSTOMER-SERVICE REPRESENTATIVE	8	10.84	8.17	7.32 - 14.21	8.41	7.00 - 11.02
(203.582-026)	DATA - CODER OPERATOR	9	6.81	6.50	5.75 - 8.62	5.50	4.50 - 6.00
(299.477-010)	DELIVERER, MERCHANDISE	25	5.55	5.00	4.37 - 5.75	4.25	4.00 - 4.75
(230.667-010)	■ DELIVERER, OUTSIDE	11	4.64	4.40	4.00 - 5.00	4.14	3.75 - 5.00
(079.371-010)	DENTAL ASSISTANT	70	7.02	6.90	6.00 - 8.08	5.64	3.05 - 8.40
(078.361-010)	■ DENTAL HYGIENIST	22	15.28	15.00	12.28 - 16.25	12.35	6.24 - 16.00
(712.381-018)	■ DENTAL-LABORATORY TECHNICIAN	8	8.34	8.54	6.77 - 9.00	NA	NA NA
(072.101-010)	DENTIST	5	24.04	29.42	6.25 - 39.13	NA	NA NA
(930.683-018)	DERRICK WORKER, WELL SERVICE	15	9.72	9.70	7.50 - 11.00	NA	NA NA
(142.081-010)	■ DESIGNER, FLORAL	36	4.72	4.62	4.05 - 5.00	4.02	3.80 - 4.50
(142.061-026)	DESIGNER, INDUSTRIAL	3	13.62	15.38	8.65 - 16.83	NA	NA NA
(311.677-018)	DINING ROOM ATTENDANT	10	3.83	3.80	3.65 - 3.80	NA	NA NA
(187.117-014)	■ DIRECTOR, COMMUNITY ORGANIZATION	15	11.07	8.65	7.50 - 15.63	8.03	3.80 - 16.83
(187.167-030)	■ DIRECTOR, FUNERAL	5	14.17	13.43	11.41 - 17.31	NA	NA NA
(184.117-010)	DIRECTOR, PUBLIC SERVICE	10	18.15	15.07	11.97 - 18.87	19.16	11.20 - 34.75
(913.167-014)	DISPATCHER, BUS AND TROLLEY	3	12.17	10.78	10.44 - 15.29	NA	NA NA

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(954.362-010)	DITCH RIDER	15	9.65	9.54	9.54 - 9.96	8.15	6.92 - 9.00
(001.261-010)	DRAFTER, ARCHITECTURAL	4	10.82	8.89	7.57 - 16.00	NA	NA NA
(828.251-010)	■ ELECTRONIC SALES & SERVICE TECHNICIAN	6	7.91	8.58	6.98 - 8.74	NA	NA NA
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	8	17.52	17.75	13.72 - 20.35	13.05	6.75 - 16.36
(010.061-018)	ENGINEER, PETROLEUM	3	22.01	19.04	19.04 - 27.95	NA	NA NA
(194.282-010)	ENGINEER, VIDEO	11	7.94	8.20	6.25 - 9.00	NA	NA NA
(189.117-034)	■ EXECUTIVE OFFICER	96	21.00	21.50	15.02 - 26.00	13.40	2.77 - 25.00
(090.227-010)	■ FACULTY MEMBER, COLLEGE OR UNIVERSITY	43	11.35	10.99	10.38 - 12.00	NA	NA NA
(624.281-010)	FARM EQUIPMENT MECHANIC	11	7.91	7.50	7.00 - 8.65	7.26	6.00 - 9.78
(185.137-011)	FAST FOOD ASSISTANT MANAGER	17	5.89	5.25	4.60 - 6.30	4.56	3.80 - 5.20
(311.472-010)	FAST-FOODS WORKER	297	4.06	3.95	3.80 - 4.25	3.79	3.35 - 4.50
(206.362-010)	FILE CLERK	40	5.51	5.57	4.82 - 6.32	4.62	4.00 - 6.00
(343.467-014)	FLOOR ATTENDANT	22	4.53	4.50	4.43 - 4.75	4.30	3.80 - 5.00
(620.281-038)	■ FRONT END MECHANIC	10	9.97	10.93	7.18 - 12.46	NA	NA NA
(293.157-010)	FUND RAISER	5	8.30	7.77	4.72 - 12.13	5.67	1.73 - 8.21
(620.131-014)	■ GARAGE SUPERVISOR	3	9.12	8.12	8.12 - 11.11	NA	NA NA
(600.280-022)	GENERAL MACHINIST	15	10.93	13.29	7.00 - 13.35	6.33	6.00 - 7.00
(070.101-022)	■ GENERAL PRACTITIONER	11	48.27	32.69	25.38 - 96.15	NA	NA NA
(024.061-018)	GEOLOGIST	4	17.16	16.62	11.22 - 23.62	NA	NA NA
(921.683-026)	GRAIN ELEVATOR OPERATOR	24	7.53	7.21	5.37 - 9.75	NA	NA NA
(313.381-000)	■ GROCERY-STORE BAKER	15	6.58	6.50	4.75 - 8.01	NA	NA NA
(406.684-014)	■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	49	6.55	6.35	6.35 - 6.84	6.39	4.76 - 9.23
(195.164-010)	GROUP WORKER	4	6.34	6.61	4.82 - 7.57	NA	NA NA

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(353.167-010)	GUIDE, TRAVEL	10	5.00	4.76	4.39 - 4.76	NA	NA NA
(332.271-018)	■ HAIR STYLIST	45	5.13	4.35	4.00 - 4.35	5.08	3.35 - 10.00
(354.377-014)	HOME ATTENDANT	10	5.70	6.00	5.00 - 6.00	NA	NA NA
(405.687-014)	HORTICULTURAL LABORER	4	5.38	5.37	4.87 - 5.87	4.33	4.00 - 5.00
(205.362-018)	HOSPITAL ADMISSIONS CLERK	26	6.79	6.74	5.77 - 7.81	NA	NA NA
(310.137-010)	HOST/HOSTESS, RESTAURANT	6	5.12	4.75	4.32 - 6.42	NA	NA NA
(238.362-010)	■ HOTEL (HOTEL) CLERK	71	4.74	4.50	4.20 - 5.00	3.95	3.80 - 4.00
(323.687-018)	HOUSECLEANER	18	4.02	4.00	3.97 - 4.00	NA	NA NA
(153.227-018)	■ INSTRUCTOR, SPORTS	5	14.33	18.00	7.83 - 19.00	NA	NA NA
(097.227-014)	INSTRUCTOR, VOCATIONAL TRAINING	12	6.95	5.17	3.96 - 5.63	NA	NA NA
(160.167-034)	INTERNAL AUDITOR	8	10.42	10.71	6.84 - 13.90	8.46	5.50 - 12.00
(222.387-026)	■ INVENTORY CLERK	21	6.98	6.55	5.55 - 8.32	5.53	4.00 - 8.00
(382.664-010)	● ■ JANITOR	305	5.10	4.88	4.25 - 5.50	4.91	3.46 - 8.00
(381.137-010)	● JANITORIAL SERVICES SUPERVISOR	6	6.36	6.10	4.93 - 7.55	NA	NA NA
(700.281-010)	JEWELER	4	6.38	6.37	5.87 - 6.87	4.83	4.00 - 5.50
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	21	7.01	6.75	6.00 - 8.08	6.33	4.50 - 11.00
(318.687-010)	■ KITCHEN HELPER	226	4.12	4.00	3.80 - 4.25	3.89	3.80 - 4.50
(029.261-010)	LABORATORY TESTER	7	12.82	12.20	12.20 - 14.83	NA	NA NA
(500.000-000)	■ LABORER, GENERAL	104	6.07	5.00	4.00 - 7.24	4.85	3.75 - 9.16
(018.167-018)	LAND SURVEYOR	5	11.54	10.00	8.32 - 15.52	NA	NA NA
(361.684-014)	LAUNDRY WORKER	25	5.24	5.15	4.37 - 6.55	4.00	3.80 - 4.37
(110.107-010)	■ LAWYER	48	16.22	14.09	11.56 - 17.79	12.52	9.23 - 23.08
(201.362-010)	LEGAL SECRETARY	85	8.53	8.55	7.00 - 10.14	5.52	4.00 - 8.24

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(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	75	8.37	8.15	6.94 - 9.97	NA	NA	NA
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	54	7.63	7.54	7.32 - 8.00	6.42	5.00 - 7.50	
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	9	7.95	8.05	7.45 - 8.75	NA	NA	NA
(186.267-018)	■ LOAN OFFICER	39	10.60	10.17	8.46 - 12.06	6.96	4.00 - 8.77	
(209.587-026)	MAIL CLERK	24	6.48	5.49	4.84 - 7.34	5.48	3.65 - 9.00	
(860.281-010)	MAINTENANCE CARPENTER	5	6.36	7.00	5.00 - 7.39	NA	NA	NA
(829.281-014)	■ MAINTENANCE ELECTRICIAN	11	14.97	14.54	13.50 - 15.43	NA	NA	NA
(638.131-022)	MAINTENANCE MECHANIC SUPERVISOR	5	13.27	12.89	11.66 - 15.06	NA	NA	NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	59	8.78	8.04	6.00 - 11.29	6.57	3.04 - 12.68	
(189.167-018)	MANAGEMENT TRAINEE	28	5.55	4.47	4.20 - 5.21	6.17	4.00 - 16.67	
(185.167-058)	■ MANAGER, AUTO SERVICE DEPARTMENT	9	10.29	8.77	7.29 - 13.50	NA	NA	NA
(185.167-014)	■ MANAGER, AUTOMOBILE SERVICE STATION	9	8.42	8.31	6.22 - 10.29	7.96	6.10 - 9.23	
(168.167-054)	MANAGER, CREDIT AND COLLECTION	10	11.69	9.51	8.76 - 15.64	8.99	6.71 - 12.09	
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	6	13.69	12.54	7.06 - 20.35	NA	NA	NA
(166.167-030)	■ MANAGER, EMPLOYMENT	83	10.14	8.65	6.63 - 11.54	8.67	3.85 - 20.88	
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	15	6.57	6.66	5.04 - 7.69	5.16	4.00 - 6.92	
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	45	14.41	14.77	10.82 - 16.35	10.99	4.00 - 17.50	
(187.167-106)	MANAGER, FOOD SERVICE	7	9.25	8.65	7.50 - 10.38	6.74	6.00 - 7.21	
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	24	13.15	13.08	10.75 - 15.48	NA	NA	NA
(186.167-034)	MANAGER, INSURANCE OFFICE	3	25.50	25.21	22.49 - 28.79	NA	NA	NA
(184.117-046)	MANAGER, IRRIGATION DISTRICT	3	13.14	12.48	11.00 - 15.95	NA	NA	NA
(187.167-126)	■ MANAGER, LIQUOR ESTABLISHMENT	7	6.77	7.00	5.90 - 7.00	5.67	5.00 - 7.00	
(320.137-014)	■ MANAGER, LOGGING FACILITIES	37	8.36	7.29	6.07 - 9.98	5.94	4.00 - 8.75	

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(185.167-034)	■ MANAGER, MERCHANDISE	10	11.61	9.29	5.61 - 20.77	4.49	3.73 - 6.00
(169.167-034)	■ MANAGER, OFFICE	207	10.18	9.00	7.20 - 11.62	7.69	3.50 - 20.00
(185.167-038)	■ MANAGER, PARTS	12	8.58	8.52	7.13 - 9.08	6.38	4.36 - 8.15
(183.117-014)	MANAGER, PLANT	15	15.06	11.54	7.75 - 23.30	6.71	4.00 - 9.62
(185.167-046)	■ MANAGER, RETAIL STORE	224	9.91	9.18	6.92 - 12.10	7.69	1.85 - 15.38
(012.167-058)	MANAGER, SAFETY	4	14.23	16.23	8.12 - 18.33	NA	NA NA
(163.167-018)	■ MANAGER, SALES	36	10.96	10.86	8.73 - 12.90	6.52	3.30 - 11.53
(184.167-094)	MANAGER, TRAFFIC	7	11.28	10.58	9.65 - 14.42	8.84	6.50 - 12.02
(929.687-030)●	MATERIAL HANDLER	41	8.63	8.00	6.00 - 10.84	5.75	5.00 - 7.50
(316.684-018)	MEAT CUTTER	44	8.99	10.00	6.50 - 11.02	5.91	4.00 - 13.13
(920.587-017)	MEAT PACKAGER	22	7.17	8.76	5.11 - 8.89	4.41	3.80 - 5.32
(620.684-014)	■ MECHANIC HELPER, AUTOMOBILE	88	5.79	5.50	4.75 - 6.00	4.89	3.80 - 7.00
(621.281-014)	MECHANIC, AIRCRAFT	28	12.38	12.37	12.37 - 12.86	NA	NA NA
(620.261-010)●■	MECHANIC, AUTOMOBILE	253	9.28	9.00	6.50 - 12.00	6.48	4.00 - 11.50
(625.281-010)	■ MECHANIC, DIESEL	162	11.05	11.69	9.37 - 13.26	7.21	4.00 - 12.57
(638.281-014)	■ MECHANIC, MAINTENANCE	53	8.56	8.00	6.25 - 10.00	6.45	4.50 - 10.00
(079.367-010)	MEDICAL ASSISTANT	21	8.17	7.50	6.29 - 9.41	5.82	4.00 - 10.00
(245.362-010)	MEDICAL RECORD CLERK	45	5.84	5.43	4.82 - 6.58	4.97	4.00 - 8.61
(201.362-014)	MEDICAL SECRETARY	58	7.55	7.41	6.05 - 8.91	5.16	3.80 - 6.50
(078.361-014)	MEDICAL TECHNOLOGIST	34	12.01	11.75	10.20 - 14.43	8.85	6.50 - 9.75
(201.362-018)	■ MEMBERSHIP SECRETARY	7	7.85	7.81	6.50 - 9.00	5.95	5.00 - 6.84
(293.357-022)	■ MEMBERSHIP SOLICITOR	6	10.96	11.32	9.81 - 12.11	NA	NA NA
(239.567-010)	MESSENGER	31	5.29	5.00	4.00 - 6.00	4.67	3.64 - 7.10

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(899.484-010)	MOBILE-HOME-LOT UTILITY WORKER	11	6.23	5.77	5.77 - 7.21	NA	NA NA
(249.382-010) ■	MORTGAGE CLERK	28	6.58	6.41	5.51 - 7.19	5.79	4.93 - 8.65
(249.167-014) ■	MOTOR VEHICLE DISPATCHER	10	9.17	8.09	6.22 - 12.62	6.71	4.50 - 11.00
(205.362-026)	NEW-ACCOUNTS CLERK	9	6.30	6.11	5.49 - 6.83	NA	NA NA
(184.167-014)	NEWS DIRECTOR	5	10.80	11.78	7.60 - 13.49	8.41	5.77 - 13.46
(355.674-014)	NURSE AIDE/DRDRLY	258	5.96	5.46	5.00 - 6.83	4.86	3.85 - 7.10
(075.264-010)	NURSE PRACTITIONER	6	11.67	11.50	10.62 - 12.62	NA	NA NA
(075.127-018)	NURSE, HEAD	19	19.07	19.30	18.33 - 21.40	NA	NA NA
(075.374-018) ■	NURSE, PRIVATE DUTY	12	6.29	5.00	5.00 - 7.87	6.80	4.00 - 10.00
(075.127-022)	NURSE, SUPERVISOR	19	16.82	18.23	10.80 - 21.08	13.58	10.25 - 20.76
(633.281-018) ●	OFFICE MACHINE SERVICER	42	7.63	7.50	6.92 - 8.65	6.54	5.77 - 7.50
(651.482-010)	OFFSET-PRESS OPERATOR	10	10.27	11.91	7.75 - 11.93	NA	NA NA
(170.170-000)	ONE-PERSON OFFICE WORKER	69	5.86	5.50	4.56 - 7.00	4.68	2.31 - 7.69
(186.167-050)	OPERATIONS OFFICER	9	14.52	16.83	11.56 - 18.34	NA	NA NA
(716.280-014)	OPTICIAN, OPTICAL MECHANIC	4	9.29	6.07	5.36 - 16.43	NA	NA NA
(716.280-008)	OPTICIAN, PRECISION LENS TECHNICIAN	6	8.84	7.64	7.09 - 10.71	NA	NA NA
(079.364-014)	OPTOMETRIC ASSISTANT	4	9.46	8.75	7.88 - 11.75	NA	NA NA
(249.367-054)	ORDER CLERK	14	7.47	6.12	5.53 - 8.70	5.75	4.50 - 8.00
(920.587-018) ■	PACKAGER, HAND	15	6.43	6.00	6.00 - 7.50	5.17	4.50 - 6.00
(119.267-026)	PARALEGAL ASSISTANT	22	10.07	9.79	7.95 - 12.15	5.57	3.04 - 8.07
(222.367-042)	PARTS CLERK	9	6.39	6.25	5.37 - 7.22	NA	NA NA
(191.157-010) ■	PAWNBROKER	10	6.59	6.06	2.91 - 9.52	NA	NA NA
(215.482-010)	PAYROLL CLERK	32	8.16	7.59	6.12 - 9.12	6.54	5.00 - 12.70

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REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(074.161-010)	PHARMACIST	34	17.52	18.25	15.86 - 19.43	13.69	8.00 - 16.82
(074.387-010)	PHARMACY HELPER	11	6.80	6.75	5.90 - 7.81	NA	NA NA
(076.121-014)	PHYSICAL THERAPIST	10	16.92	16.79	15.34 - 19.42	NA	NA NA
(355.354-010)	PHYSICAL THERAPY AIDE	14	5.96	5.90	5.40 - 6.77	4.94	4.70 - 5.25
(214.482-023)	POLICY RATER, COMMERCIAL PROP & CAS	5	10.78	8.68	8.32 - 14.27	NA	NA NA
(214.482-022)	POLICY RATER, PERSONAL LINES	5	8.73	7.99	5.96 - 11.87	NA	NA NA
(219.362-042)	POLICY-CHANGE CLERK	12	8.03	7.50	5.72 - 9.00	6.39	5.00 - 11.27
(221.382-018)	PRODUCTION CLERK	6	10.16	8.31	7.73 - 12.92	6.94	5.00 - 9.27
(699.130-010)	PRODUCTION SUPERVISOR	4	17.02	15.79	8.55 - 26.72	10.35	7.50 - 14.90
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	13	13.99	12.66	8.53 - 19.49	8.57	5.77 - 12.66
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	13	11.53	11.30	8.38 - 13.51	9.48	8.08 - 12.00
(162.157-038)	PURCHASING AGENT	67	10.57	10.25	7.47 - 12.98	8.72	4.60 - 12.86
(237.367-038)	RECEPTIONIST	195	6.15	6.00	5.19 - 7.00	4.97	3.69 - 7.46
(075.374-014)	REGISTERED NURSE, CLINIC	182	14.28	14.69	11.29 - 16.47	9.11	5.00 - 13.23
(313.131-014)	■ RESTAURANT CHEF	108	5.93	5.50	4.96 - 6.25	4.61	3.80 - 6.24
(292.353-010)	■ ROUTE DRIVER	187	7.16	4.00	3.85 - 8.65	4.54	3.80 - 5.50
(250.257-010)	■ SALES AGENT, INSURANCE	14	11.84	12.30	5.51 - 16.36	6.47	2.88 - 9.62
(290.477-014)	■ SALES CLERK	69	4.26	4.00	4.00 - 4.25	3.81	2.50 - 4.25
(290.477-018)	SALES CLERK, FOOD	54	5.13	4.62	4.00 - 6.20	4.46	4.00 - 5.32
(254.357-014)	■ SALES REPRESENTATIVE, ADVERTISING	15	9.76	10.00	4.90 - 15.86	NA	NA NA
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MDSE	269	10.49	10.30	6.00 - 12.62	7.55	3.32 - 19.66
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	778	6.26	5.00	4.15 - 7.27	4.66	2.30 - 9.00
(279.357-062)	SALESPERSON, PARTS	19	7.22	7.10	6.50 - 8.50	6.59	3.80 - 14.50

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REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(201.362-030)	SECRETARY	284	7.17	6.80	5.50 - 8.35	5.39	3.46 - 13.85
(372.667-034) ●	SECURITY GUARD	68	6.19	5.15	5.00 - 6.67	NA	NA NA
(915.467-010)	SERVICE STATION ATTENDANT	32	5.19	5.00	4.25 - 5.93	NA	NA NA
(955.362-010)	SEWAGE PLANT OPERATOR	5	8.58	7.80	7.30 - 10.25	NA	NA NA
(389.667-010) ■	SEXTON	4	8.15	8.07	7.50 - 8.88	NA	NA NA
(222.387-050)	SHIPPING AND RECEIVING CLERK	68	6.27	6.00	4.56 - 7.81	4.92	3.50 - 7.35
(313.361-022) ■	SHORT-ORDER COOK	164	4.88	5.00	4.25 - 5.25	4.22	3.45 - 5.00
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	45	9.93	9.00	7.44 - 12.50	7.47	3.80 - 12.89
(319.474-010)	SODA DISPENSER	17	3.94	3.85	3.80 - 4.00	NA	NA NA
(166.167-046)	SPECIAL AGENT	5	11.99	11.54	4.93 - 19.28	NA	NA NA
(408.684-014)	SPRAYER, HAND	7	6.14	6.00	6.00 - 6.00	NA	NA NA
(219.362-058)	STATEMENT CLERK	3	8.47	6.93	5.50 - 12.98	NA	NA NA
(202.362-014)	STENOGRAPHER	11	9.62	9.23	7.58 - 11.96	5.99	5.00 - 9.23
(222.387-058) ■	STOCK CLERK	84	6.16	5.00	4.50 - 7.26	5.17	4.00 - 11.02
(922.687-058)	STORES LABORER	62	7.35	7.00	5.00 - 8.96	5.60	3.80 - 9.50
(187.167-190)	SUPERINTENDENT, BUILDING	4	11.54	10.18	8.53 - 15.91	NA	NA NA
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	7	13.98	15.38	12.50 - 15.38	NA	NA NA
(638.131-026)	SUPERVISOR, MECHANICAL MAINTANENCE	4	10.97	11.56	9.23 - 12.12	NA	NA NA
(205.367-054) ■	SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA NA
(018.167-034)	SURVEYOR ASSISTANT, INSTRUMENTS	4	8.68	8.00	6.00 - 12.02	NA	NA NA
(869.567-010)	SURVEYOR HELPER	6	6.23	6.00	5.25 - 7.08	5.50	4.00 - 7.50
(785.261-014) ■	TAILOR	9	5.27	5.00	4.25 - 6.37	NA	NA NA
(092.227-018)	TEACHER, PRESCHOOL	21	5.17	4.00	3.80 - 6.88	4.88	3.80 - 6.71

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(003.161-014)	TECHNICIAN, ELECTRONIC	30	13.56	14.11	12.17 - 15.81	10.18	8.08 - 13.24
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	3	10.23	10.00	5.00 - 15.69	NA	NA NA
(078.362-026)	TECHNICIAN, X-RAY	41	9.51	9.52	8.35 - 10.38	7.62	5.80 - 9.50
(235.662-022)	TELEPHONE OPERATOR	25	5.55	5.71	4.45 - 6.48	5.28	4.00 - 7.10
(821.281-010)	TELEVISION CABLE INSTALLER	5	8.62	9.20	7.00 - 9.94	NA	NA NA
(211.362-018)	TELLER	153	5.60	5.54	4.96 - 5.99	4.50	3.75 - 5.37
(211.132-010)	TELLER, HEAD	8	7.16	6.80	6.36 - 7.64	5.49	4.93 - 5.77
(203.582-054)	TERMINAL OPERATOR	10	7.24	7.14	6.81 - 8.26	NA	NA NA
(915.684-010) ■	TIRE REPAIRER	23	6.54	6.50	6.00 - 7.00	4.38	4.00 - 5.00
(119.287-010)	TITLE EXAMINER	3	9.37	9.23	7.00 - 11.87	NA	NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(905.663-014) ■	TRUCK DRIVER, HEAVY	26	9.07	8.87	8.00 - 9.50	6.52	4.62 - 9.00
(906.683-022) ■	TRUCK DRIVER, LIGHT	27	7.90	8.50	6.00 - 9.75	6.05	3.50 - 9.00
(903.683-018)	TRUCK DRIVER, TANK	7	7.72	8.17	7.00 - 8.20	NA	NA NA
(904.383-010) ■	TRUCK DRIVER, TRACTOR TRAILER	66	7.46	7.00	6.75 - 8.73	6.12	3.09 - 10.00
(219.367-038)	UNDERWRITING CLERK	8	7.14	6.75	6.18 - 7.31	NA	NA NA
(073.101-010) ■	VETERINARIAN	6	11.87	12.82	10.21 - 13.36	8.46	7.69 - 10.00
(186.117-078)	VICE PRESIDENT, FINANCIAL INSTITUTION	3	20.19	12.98	11.54 - 36.06	NA	NA NA
(311.477-030) ■	WAITER/WAITRESS	498	3.98	3.80	3.80 - 4.00	3.88	3.25 - 6.00
(311.477-018)	WAITER/WAITRESS, BAR	22	4.12	4.00	3.80 - 4.25	3.96	3.80 - 4.25
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(819.384-010)	WELDER, COMBINATION	20	10.14	8.00	6.73 - 15.73	8.08	4.50 - 12.58

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Region 5 Wage Information



REGION 5: Broadwater, Jefferson, Meagher,
and Lewis & Clark Counties

REGION 5 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010) ■ ACCOUNTANT		105	14.05	12.25	9.44 - 15.61	7.99	3.80 - 13.48
(216.482-010) ACCOUNTING CLERK		62	8.05	7.68	6.47 - 9.18	6.48	4.00 - 9.50
(187.137-010) ■ ACTIVITY COORDINATOR		11	5.38	5.00	3.75 - 6.97	5.36	3.75 - 8.00
(169.167-010) ADMINISTRATIVE ASSISTANT		24	8.89	8.17	6.29 - 10.43	7.61	6.10 - 10.21
(169.167-014) ADMINISTRATIVE SECRETARY		15	8.68	8.37	8.17 - 9.76	7.54	5.00 - 10.40
(159.147-010) ANNOUNCER		13	5.54	5.00	4.24 - 6.41	NA	NA NA
(001.061-010) ARCHITECT		10	11.38	12.50	8.32 - 13.51	6.82	5.04 - 8.50
(185.167-047) ■ ASSISTANT RETAIL MANAGER		48	9.91	11.05	6.35 - 13.02	5.57	3.75 - 7.87
(189.117-010) ASSOCIATION EXECUTIVE		34	18.12	16.42	13.36 - 22.87	12.80	5.38 - 20.00
(160.162-014) AUDITOR		3	11.89	11.38	10.12 - 14.17	NA	NA NA
(807.381-010) AUTO BODY REPAIRER		18	11.41	11.75	10.00 - 12.79	NA	NA NA
(313.381-010) BAKER		21	6.32	6.00	5.00 - 7.50	4.35	3.80 - 5.00
(312.474-010) ■ BARTENDER		118	5.61	5.50	5.00 - 6.50	4.58	3.80 - 5.50
(214.382-014) BILLING CLERK		17	7.38	7.00	6.29 - 7.96	5.88	4.50 - 7.33
(210.382-014) ■ BOOKKEEPER, FULL-CHARGE; GENERAL		155	7.61	7.50	6.00 - 9.05	6.05	3.46 - 10.00
(210.382-022) BOOKKEEPING MACHINE OPERATOR		3	6.92	7.15	5.50 - 8.10	NA	NA NA
(913.463-010) ■ BUS DRIVER		169	5.98	5.50	5.50 - 5.50	NA	NA NA
(187.167-018) BUSINESS REPRESENTATIVE, LABOR UNION		8	15.67	13.28	13.22 - 17.77	NA	NA NA
(195.137-010) CASEWORKER SUPERVISOR		13	6.56	6.40	6.40 - 6.92	NA	NA NA
(211.462-014) ■ CASHIER-CHECKER		334	7.03	6.75	4.50 - 9.51	4.14	3.50 - 5.00
(211.362-010) CASHIER, GENERAL		187	4.69	4.50	4.00 - 5.00	4.11	3.35 - 5.50
(211.462-010) CASHIER, OFFICE		6	5.42	5.50	5.07 - 5.95	3.93	3.80 - 4.00
(359.677-018) ■ CHILD CARE WORKER		29	4.85	4.30	4.30 - 5.00	3.92	3.50 - 4.30

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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(241.217-010) ■ CLAIM ADJUSTER		19	17.82	15.33	14.97 - 18.07	NA	NA NA
(241.362-010) CLAIMS CLERK		18	8.66	7.62	6.80 - 9.62	6.71	5.80 - 7.89
(205.367-018) CLAIMS CLERK, LOSS-CLAIMS		4	21.51	21.02	14.69 - 28.81	NA	NA NA
(381.687-014) ■ CLEANER, COMMERCIAL OR INSTITUTIONAL		119	5.18	5.00	4.04 - 5.30	5.39	3.50 - 20.00
(203.362-010) CLERK-TYPIST		43	6.71	6.25	5.23 - 7.50	5.76	3.75 - 9.50
(209.562-010) CLERK, GENERAL		127	6.66	6.40	5.25 - 7.67	5.47	3.80 - 7.50
(213.362-010) ■ COMPUTER OPERATOR		63	6.66	5.77	5.50 - 8.16	5.96	4.25 - 8.07
(020.187-010) ■ COMPUTER PROGRAMMER		14	9.34	8.84	6.69 - 12.52	6.69	5.77 - 7.86
(012.167-066) COMPUTER SYSTEMS ANALYST		19	13.90	13.14	12.31 - 13.33	11.75	7.20 - 17.00
(869.664-014) CONSTRUCTION WORKER (GENERAL LABORER)		17	12.09	10.50	9.00 - 16.75	NA	NA NA
(186.117-014) CONTROLLER		14	15.81	14.71	11.68 - 18.98	12.13	7.93 - 20.39
(315.361-010) ■ COOK, MESS		29	6.02	5.50	4.73 - 6.01	5.00	3.35 - 11.00
(160.167-018) COST ACCOUNTANT		26	15.49	13.92	13.08 - 17.48	12.42	8.50 - 21.03
(191.267-014) ■ CREDIT ANALYST		6	7.64	7.57	6.75 - 8.29	6.50	6.23 - 7.00
(205.367-022) ■ CREDIT CLERK		12	7.73	7.91	6.55 - 8.78	5.25	4.65 - 5.84
(299.477-010) DELIVERER, MERCHANDISE		19	4.86	5.00	4.50 - 5.50	4.25	4.00 - 4.75
(230.667-010) ■ DELIVERER, OUTSIDE		5	3.99	3.85	3.85 - 4.20	NA	NA NA
(079.371-010) DENTAL ASSISTANT		40	7.34	7.00	6.53 - 8.44	5.41	4.50 - 7.00
(078.361-010) ■ DENTAL HYGIENIST		20	14.94	13.81	12.50 - 14.85	11.17	8.00 - 14.00
(142.081-010) ■ DESIGNER, FLORAL		7	5.82	5.00	5.00 - 7.00	4.17	4.00 - 4.50
(141.061-018) DESIGNER, GRAPHIC		4	7.80	7.62	5.50 - 10.28	NA	NA NA
(142.061-026) DESIGNER, INDUSTRIAL		3	13.62	15.38	8.65 - 16.83	NA	NA NA
(187.117-014) ■ DIRECTOR, COMMUNITY ORGANIZATION		12	12.33	10.77	6.29 - 17.86	11.09	3.35 - 24.04

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(184.117-010)	DIRECTOR, PUBLIC SERVICE	12	19.39	15.50	15.00 - 24.36	NA	NA NA
(005.281-010)	DRAFTER, CIVIL	4	10.80	11.00	9.89 - 11.49	NA	NA NA
(010.281-014)	DRAFTER, GEOLOGICAL	9	12.28	13.27	9.80 - 14.26	NA	NA NA
(828.251-010)	■ ELECTRONIC SALES & SERVICE TECHNICIAN	3	6.70	7.00	6.00 - 7.10	NA	NA NA
(005.061-014)	ENGINEER, CIVIL	14	14.43	14.87	12.00 - 16.44	13.14	11.00 - 18.00
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	3	20.79	19.78	16.83 - 25.77	NA	NA NA
(189.117-034)	■ EXECUTIVE OFFICER	75	20.59	21.63	13.22 - 26.00	13.39	2.77 - 25.00
(185.137-011)	FAST FOOD ASSISTANT MANAGER	15	5.37	4.95	4.60 - 5.95	NA	NA NA
(311.472-010)	FAST-FOODS WORKER	171	4.11	4.00	3.80 - 4.25	3.79	3.25 - 4.25
(206.362-010)	FILE CLERK	34	5.12	4.69	4.00 - 6.00	4.48	3.80 - 5.50
(293.157-010)	FUND RAISER	4	5.20	4.63	2.65 - 8.30	4.83	1.73 - 8.20
(600.280-022)	GENERAL MACHINIST	13	9.46	10.00	7.00 - 11.00	6.25	6.00 - 7.00
(070.101-022)	■ GENERAL PRACTITIONER	5	42.83	36.26	20.19 - 68.75	NA	NA NA
(024.061-018)	GEOLOGIST	4	17.16	16.62	11.22 - 23.62	NA	NA NA
(921.683-026)	GRAIN ELEVATOR OPERATOR	17	6.28	6.50	5.00 - 7.21	NA	NA NA
(406.684-014)	■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	12	5.13	5.00	4.50 - 5.77	4.56	3.30 - 6.00
(353.161-010)	■ GUIDE, HUNTING AND FISHING	33	13.25	11.00	5.16 - 21.25	NA	NA NA
(332.271-018)	■ HAIR STYLIST	27	4.97	4.35	4.35 - 4.35	4.00	4.00 - 4.00
(238.362-010)	■ HOTEL (MOTEL) CLERK	42	4.38	4.12	4.00 - 4.75	3.81	3.00 - 4.25
(153.227-014)	INSTRUCTOR, PHYSICAL	6	7.17	7.50	5.00 - 8.50	NA	NA NA
(160.167-034)	INTERNAL AUDITOR	5	12.35	12.75	9.78 - 14.71	9.45	5.60 - 12.00
(222.387-026)	■ INVENTORY CLERK	6	6.70	4.51	3.62 - 11.89	NA	NA NA
(020.167-014)	INVESTMENT ANALYST	4	14.80	14.94	12.26 - 17.18	11.76	10.58 - 13.16

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(382.664-010)● JANITOR		169	4.86	4.25	4.25 - 5.00	4.94	3.00 - 8.84
(381.137-010)● JANITORIAL SERVICES SUPERVISOR		4	8.42	7.00	5.31 - 12.93	NA	NA NA
(343.467-022) KENO WRITER		17	4.47	4.25	3.85 - 5.12	NA	NA NA
(203.582-030) KEY PUNCH/KEY TAPE OPERATOR		10	7.33	6.90	6.13 - 9.00	5.60	5.00 - 6.43
(318.687-010) ■ KITCHEN HELPER		166	4.24	4.00	3.85 - 4.50	4.03	3.50 - 7.36
(029.261-010) LABORATORY TESTER		13	11.33	13.53	9.10 - 13.53	NA	NA NA
(500.000-000) ■ LABORER, GENERAL		33	5.89	5.50	4.60 - 7.43	4.43	3.80 - 5.00
(361.684-014) LAUNDRY WORKER		19	4.59	4.45	4.40 - 5.00	4.23	3.90 - 4.50
(110.107-010) ■ LAWYER		40	19.67	14.85	12.94 - 19.48	24.26	9.23 - 85.00
(201.362-010) LEGAL SECRETARY		55	8.20	8.25	7.00 - 9.25	6.11	4.25 - 9.00
(079.374-015) LICENSED-PRACTICAL NURSE, CLINIC		15	7.96	8.00	7.25 - 8.50	6.92	5.00 - 8.00
(079.374-011) LICENSED-PRACTICAL NURSE, LONG-TERM CARE		10	7.84	7.82	7.53 - 8.56	7.07	6.00 - 8.00
(186.267-018) ■ LOAN OFFICER		40	11.45	11.21	8.89 - 12.49	9.00	6.00 - 13.46
(454.684-018) ■ LOGGER, ALL AROUND		3	10.86	9.57	8.00 - 15.00	NA	NA NA
(209.587-026) MAIL CLERK		22	9.90	11.86	6.21 - 12.00	5.75	4.42 - 9.00
(829.281-014) ■ MAINTENANCE ELECTRICIAN		13	15.86	15.00	14.14 - 16.44	NA	NA NA
(899.381-010) MAINTENANCE REPAIRER, BUILDING		23	8.09	7.50	6.00 - 9.83	6.71	4.50 - 10.47
(189.167-018) MANAGEMENT TRAINEE		21	4.66	4.40	4.12 - 4.75	4.31	4.00 - 5.00
(185.167-058) ■ MANAGER, AUTO SERVICE DEPARTMENT		6	13.83	13.81	12.23 - 15.56	NA	NA NA
(168.167-054) MANAGER, CREDIT AND COLLECTION		10	12.17	11.33	9.16 - 15.64	11.67	9.09 - 14.42
(169.167-030) MANAGER, ELECTRONIC DATA PROCESSING		5	17.83	19.23	12.54 - 22.41	NA	NA NA
(166.167-030) ■ MANAGER, EMPLOYMENT		40	11.17	10.19	6.06 - 14.92	8.76	2.88 - 13.38
(185.137-010) ■ MANAGER, FAST FOOD SERVICES		12	8.32	8.54	7.11 - 9.23	5.96	4.81 - 6.92

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REGION 5 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	42	13.74	13.34	10.72 - 16.16	12.71	7.50 - 19.23
(187.167-106)	MANAGER, FOOD SERVICE	12	8.29	7.89	6.69 - 9.23	6.37	5.54 - 7.21
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	27	12.11	13.08	8.50 - 15.04	NA	NA NA
(186.167-034)	MANAGER, INSURANCE OFFICE	5	21.12	22.49	14.55 - 27.00	17.24	7.63 - 23.45
(320.137-014)	■ MANAGER, LODGING FACILITIES	15	7.25	6.81	4.10 - 8.65	5.66	4.62 - 6.59
(185.167-034)	■ MANAGER, MERCHANDISE	9	12.52	11.90	6.31 - 20.77	5.80	3.73 - 10.00
(169.167-034)	■ MANAGER, OFFICE	130	10.83	9.50	7.78 - 11.65	8.65	4.00 - 22.24
(185.167-046)	■ MANAGER, RETAIL STORE	129	10.69	9.50	7.50 - 13.65	7.46	2.37 - 14.42
(012.167-058)	MANAGER, SAFETY	5	17.43	17.97	15.61 - 18.96	NA	NA NA
(163.167-018)	■ MANAGER, SALES	10	9.22	8.82	6.18 - 10.34	5.23	3.66 - 6.92
(187.167-154)	MANAGER, THEATER	3	9.98	10.00	9.94 - 10.00	NA	NA NA
(929.687-030)	● MATERIAL HANDLER	25	9.91	10.20	6.75 - 12.31	6.50	5.50 - 8.00
(316.684-018)	MEAT CUTTER	26	9.81	10.94	9.82 - 11.09	6.05	4.50 - 7.00
(620.684-014)	■ MECHANIC, AUTOMOBILE	13	6.74	5.50	5.00 - 9.22	4.93	3.80 - 6.00
(620.261-010)	● ■ MECHANIC, AUTOMOBILE	136	9.78	9.49	6.70 - 13.50	7.55	5.00 - 13.30
(620.261-022)	● MECHANIC, CONSTRUCTION EQUIPMENT	7	18.25	20.38	8.50 - 27.26	NA	NA NA
(625.281-010)	■ MECHANIC, DIESEL	115	13.01	13.40	12.10 - 13.75	8.65	6.00 - 13.30
(828.281-010)	● MECHANIC, ELECTRONICS	31	13.56	15.91	10.63 - 15.91	NA	NA NA
(638.281-014)	■ MECHANIC, MAINTENANCE	34	12.46	13.25	9.92 - 15.54	8.08	5.00 - 13.30
(079.367-010)	MEDICAL ASSISTANT	9	8.45	8.17	7.00 - 10.45	6.80	5.50 - 7.69
(245.362-010)	MEDICAL RECORD CLERK	6	7.72	7.52	4.82 - 10.82	5.65	4.00 - 8.61
(201.362-014)	MEDICAL SECRETARY	16	7.94	8.00	7.00 - 8.88	6.22	4.50 - 8.00
(201.362-018)	■ MEMBERSHIP SECRETARY	7	6.40	7.25	2.89 - 10.20	NA	NA NA

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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(293.357-022) ■MEMBERSHIP SOLICITOR		5	8.83	9.61	6.35 - 10.92	NA	NA NA
(239.567-010) MESSENGER		17	5.22	5.00	4.25 - 6.00	4.75	3.35 - 7.10
(249.382-010) ■MORTGAGE CLERK		30	6.75	6.70	5.69 - 7.38	5.36	4.93 - 6.00
(249.167-014) ■MOTOR VEHICLE DISPATCHER		5	11.78	12.00	10.69 - 12.75	NA	NA NA
(205.362-026) NEW-ACCOUNTS CLERK		12	6.21	6.11	5.76 - 6.40	NA	NA NA
(355.674-014) NURSE AIDE/ORDERLY		1,352	4.20	4.30	4.00 - 4.30	4.67	4.00 - 7.10
(075.121-010) NURSE, INSTRUCTOR		5	16.37	18.23	10.15 - 21.66	10.61	7.50 - 13.23
(075.374-018) ■NURSE, PRIVATE DUTY		24	13.06	14.50	12.00 - 14.50	NA	NA NA
(075.127-022) NURSE, SUPERVISOR		13	16.55	18.23	11.65 - 19.92	13.45	10.25 - 15.38
(633.281-018) ● OFFICE MACHINE SERVICER		34	7.64	7.50	6.92 - 8.65	NA	NA NA
(170.170-000) ONE-PERSON OFFICE WORKER		28	7.83	7.65	6.31 - 9.52	5.60	3.68 - 9.00
(716.280-008) OPTICIAN, PRECISION LENS TECHNICIAN		5	7.30	7.21	6.56 - 8.07	NA	NA NA
(249.367-054) ORDER CLERK		7	7.22	6.00	5.05 - 7.00	NA	NA NA
(119.267-026) PARALEGAL ASSISTANT		11	9.15	9.36	6.92 - 10.00	8.78	5.75 - 15.00
(215.482-010) PAYROLL CLERK		22	8.26	7.47	6.40 - 9.41	6.59	5.00 - 8.65
(074.161-010) PHARMACIST		14	17.26	17.63	14.73 - 20.22	14.82	10.00 - 16.82
(074.387-010) PHARMACY HELPER		3	5.13	5.00	4.50 - 5.90	NA	NA NA
(221.382-018) PRODUCTION CLERK		4	9.48	7.06	5.62 - 15.73	NA	NA NA
(187.117-046) PROGRAM DIRECTOR, GROUP WORK		4	13.46	12.74	12.50 - 15.14	NA	NA NA
(217.382-010) PROOF-MACHINE OPERATOR		6	7.08	7.50	5.78 - 7.95	5.15	4.62 - 5.50
(165.067-010) PUBLIC RELATIONS REPRESENTATIVE		6	11.32	11.66	8.63 - 14.13	9.44	7.20 - 12.00
(162.157-038) PURCHASING AGENT		42	10.47	10.25	7.98 - 12.62	9.18	4.00 - 13.86
(237.367-038) RECEPTIONIST		82	6.67	6.78	5.17 - 7.85	5.39	3.80 - 7.46

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(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	11	11.34	11.00	10.50 - 12.10	10.67	10.00 - 12.00
(313.131-014) ●	RESTAURANT CHEF	65	5.70	5.50	5.00 - 6.50	5.15	3.80 - 9.23
(292.353-010) ●	ROUTE DRIVER	156	7.43	3.90	3.85 - 9.85	5.02	3.85 - 6.40
(290.477-014) ●	SALES CLERK	19	4.89	4.50	4.00 - 5.00	NA	NA NA
(290.477-018)	SALES CLERK, FOOD	56	4.90	4.62	4.25 - 5.00	4.52	4.00 - 5.32
(279.357-014) ●	SALES REPRESENTATIVE, GENERAL MDSE	219	11.16	11.54	6.17 - 12.98	8.70	4.04 - 19.66
(279.357-054) ●	SALESPERSON, GENERAL MERCHANDISE	338	6.16	5.25	4.25 - 6.94	4.57	3.50 - 8.65
(201.362-030)	SECRETARY	185	7.47	7.00	5.47 - 8.70	5.72	3.85 - 10.00
(372.667-034) ●	SECURITY GUARD	61	5.67	5.15	5.00 - 6.67	NA	NA NA
(915.467-010)	SERVICE STATION ATTENDANT	6	5.24	4.81	4.65 - 5.72	NA	NA NA
(222.387-050)	SHIPPING AND RECEIVING CLERK	33	7.15	6.82	5.77 - 8.50	5.45	3.80 - 9.80
(313.361-022) ●	SHORT-ORDER COOK	88	4.73	4.70	4.00 - 5.18	4.12	3.75 - 5.00
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	35	11.90	11.69	9.00 - 14.46	8.69	5.50 - 12.65
(216.382-062)	STATISTICAL CLERK	4	8.09	8.23	6.31 - 9.72	7.02	6.00 - 9.06
(202.362-014)	STENOGRAPHER	10	9.92	11.05	8.11 - 11.96	5.05	4.50 - 5.48
(222.387-058) ●	STOCK CLERK	38	6.58	5.12	4.37 - 10.55	4.73	4.50 - 5.00
(922.687-058)	STORES LABORER	38	7.82	7.00	6.00 - 9.92	6.03	4.00 - 9.50
(205.367-054) ●	SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA NA
(869.567-010)	SURVEYOR HELPER	5	9.74	10.57	8.00 - 11.07	7.27	6.00 - 9.80
(785.261-014) ●	TAILOR	8	5.25	5.12	4.25 - 6.00	NA	NA NA
(078.362-026)	TECHNICIAN, X-RAY	5	8.68	8.75	7.62 - 9.69	7.33	6.00 - 8.00
(235.662-022)	TELEPHONE OPERATOR	8	6.03	5.82	5.34 - 6.56	5.84	5.20 - 7.10
(211.362-018)	TELLER	153	5.72	5.54	5.21 - 6.00	4.93	4.00 - 5.86

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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(211.132-010)	TELLER, HEAD	8	6.78	6.79	6.18 - 7.43	NA	NA NA
(915.684-010)	■TIRE REPAIRER	14	6.64	6.50	6.00 - 7.25	NA	NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(906.683-022)	■TRUCK DRIVER, LIGHT	35	9.40	10.00	9.50 - 10.00	6.64	4.50 - 10.00
(904.383-010)	■TRUCK DRIVER, TRACTOR TRAILER	34	7.87	8.17	6.92 - 10.00	6.65	3.09 - 10.00
(311.477-030)	■WAITER/WAITRESS	257	3.99	3.80	3.80 - 4.17	3.84	3.35 - 4.50
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(819.384-010)	WELDER, COMBINATION	31	13.21	13.00	13.00 - 15.54	11.29	8.00 - 13.30
(342.667-010)	WHARF ATTENDANT	5	3.83	3.85	3.80 - 3.85	NA	NA NA

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Region 6 Wage Information



REGION 6: Gallatin, Park, and Sweet Grass Counties

REGION 6 INFORMATIONAL WAGE RATES BY OCCUPATION
 (DATA PRESENTED IN HOURLY WAGE RATES)

D.D.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010) ■ ACCOUNTANT		102	12.70	10.56	8.91 - 14.42	7.91	1.44 - 14.42
(216.482-010) ACCOUNTING CLERK		67	7.61	7.25	6.25 - 8.90	5.65	4.00 - 8.75
(187.137-010) ■ ACTIVITY COORDINATOR		5	6.19	6.00	5.44 - 7.04	5.39	4.25 - 6.93
(169.167-010) ADMINISTRATIVE ASSISTANT		16	10.92	9.45	7.55 - 12.95	6.96	5.00 - 10.00
(169.167-014) ADMINISTRATIVE SECRETARY		12	8.42	8.51	8.04 - 8.92	6.69	5.00 - 7.88
(410.674-010) ANIMAL CARETAKER		4	4.36	3.92	3.85 - 5.31	NA	NA NA
(159.147-010) ANNOUNCER		5	4.40	4.00	4.00 - 5.00	NA	NA NA
(723.584-010) APPLIANCE REPAIRER		5	8.20	8.50	7.12 - 9.12	NA	NA NA
(827.261-010) ● APPLIANCE SERVICE REPRESENTATIVE		6	8.63	9.00	7.31 - 9.76	NA	NA NA
(001.061-010) ARCHITECT		7	10.66	10.00	9.00 - 12.50	7.88	7.00 - 8.65
(185.167-047) ■ ASSISTANT RETAIL MANAGER		66	9.17	9.23	6.04 - 11.73	6.08	3.46 - 9.62
(189.117-010) ASSOCIATION EXECUTIVE		9	9.47	7.93	5.50 - 13.27	6.51	4.00 - 10.00
(807.381-010) AUTO BODY REPAIRER		14	10.54	10.18	8.87 - 11.62	NA	NA NA
(920.687-014) BAGGER, GROCERY PACKER		17	4.80	4.00	3.80 - 4.25	3.86	3.80 - 4.00
(313.381-010) BAKER		36	5.23	4.62	4.25 - 5.50	4.60	3.80 - 6.00
(312.474-010) ■ BARTENDER		152	5.07	5.00	4.25 - 5.50	4.48	3.80 - 7.00
(214.382-014) BILLING CLERK		12	7.61	7.00	6.07 - 7.65	5.70	4.00 - 7.33
(210.382-014) ■ BOOKKEEPER, FULL-CHARGE; GENERAL		189	7.29	6.92	5.50 - 8.70	5.78	3.50 - 11.08
(913.463-010) ■ BUS DRIVER		169	5.92	5.50	5.50 - 5.50	5.23	5.00 - 5.50
(311.677-010) CAFETERIA ATTENDANT		47	4.06	3.85	3.85 - 4.25	NA	NA NA
(301.687-010) ■ CARETAKER		7	5.21	5.00	5.00 - 5.00	NA	NA NA
(860.381-022) CARPENTER		7	9.75	10.25	8.00 - 11.00	8.06	7.00 - 9.23
(211.462-014) ■ CASHIER-CHECKER		397	6.91	6.17	4.50 - 9.51	4.28	3.75 - 5.00

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(211.362-010)	CASHIER, GENERAL	222	4.66	4.50	4.00 - 5.00	4.13	2.50 - 5.00
(359.677-018)	■ CHILD CARE WORKER	25	4.53	4.25	3.80 - 5.32	3.75	2.89 - 4.35
(241.217-010)	■ CLAIM ADJUSTER	18	18.00	16.37	14.97 - 20.16	NA	NA NA
(241.362-010)	CLAIMS CLERK	17	8.46	7.39	6.43 - 9.62	5.41	4.00 - 6.43
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	4	21.51	21.02	14.69 - 28.81	NA	NA NA
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	259	4.97	4.50	4.00 - 5.35	4.92	3.50 - 20.00
(323.687-014)	CLEANER, HOUSEKEEPING	10	4.82	4.75	3.80 - 5.31	NA	NA NA
(919.687-014)	■ CLEANER, TRANSPORTATION VEHICLES	27	4.01	3.85	3.85 - 4.25	NA	NA NA
(203.362-010)	CLERK-TYPIST	64	6.08	6.00	5.48 - 6.77	4.94	3.69 - 7.48
(209.562-010)	CLERK, GENERAL	150	6.57	6.04	5.42 - 7.35	5.22	3.75 - 9.23
(213.362-010)	■ COMPUTER OPERATOR	50	7.36	7.59	5.50 - 8.41	5.76	4.00 - 8.07
(020.187-010)	■ COMPUTER PROGRAMMER	14	11.50	10.97	7.83 - 14.42	9.29	4.75 - 14.42
(012.167-066)	COMPUTER SYSTEMS ANALYST	18	12.91	13.11	12.22 - 13.33	9.63	4.75 - 17.00
(020.187-013)	COMPUTER SYSTEMS PROGRAMMER	6	11.59	7.50	6.00 - 21.39	10.62	5.00 - 18.12
(186.117-014)	CONTROLLER	12	17.13	15.07	14.03 - 22.76	NA	NA NA
(315.361-010)	■ COOK, MESS	25	5.93	5.85	5.00 - 7.00	4.58	3.80 - 5.50
(160.167-018)	COST ACCOUNTANT	30	14.80	13.85	12.57 - 17.19	10.27	8.50 - 12.00
(160.267-018)	COST ESTIMATOR	5	9.55	10.00	4.50 - 14.37	NA	NA NA
(311.137-010)	COUNTER SUPERVISOR	22	4.86	4.75	4.50 - 5.31	NA	NA NA
(205.367-022)	■ CREDIT CLERK	9	8.04	7.95	7.17 - 9.30	NA	NA NA
(299.477-010)	DELIVERER, MERCHANDISE	34	4.75	4.75	3.80 - 5.50	4.30	3.80 - 5.00
(230.667-010)	■ DELIVERER, OUTSIDE	4	4.54	4.57	4.10 - 4.93	NA	NA NA
(079.371-010)	DENTAL ASSISTANT	32	6.64	6.50	5.75 - 7.00	5.17	4.00 - 7.00

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(078.361-010) ■DENTAL HYGIENIST		20	14.25	14.75	13.25 - 15.00	12.61	7.00 - 15.00
(142.081-010) ■DESIGNER, FLORAL		9	5.68	5.75	4.62 - 6.50	4.51	4.00 - 5.25
(142.061-026) DESIGNER, INDUSTRIAL		3	13.62	15.38	8.65 - 16.83	NA	NA NA
(017.261-018) DETAILER		8	4.95	4.87	4.56 - 5.56	NA	NA NA
(187.117-014) ■DIRECTOR, COMMUNITY ORGANIZATION		5	10.77	8.97	6.19 - 16.24	9.04	4.04 - 16.83
(184.117-010) DIRECTOR, PUBLIC SERVICE		9	18.82	15.14	13.27 - 21.87	NA	NA NA
(001.261-010) DRAFTER, ARCHITECTURAL		6	7.29	7.75	5.18 - 8.75	NA	NA NA
(005.061-014) ENGINEER, CIVIL		12	9.18	6.92	6.46 - 11.26	9.85	5.54 - 15.00
(003.061-010) ENGINEER, ELECTRICAL AND ELECTRONIC		21	20.02	18.17	14.42 - 24.12	16.48	12.12 - 25.00
(012.167-030) ENGINEER, INDUSTRIAL		7	24.61	18.00	15.58 - 19.23	12.42	8.65 - 15.00
(007.061-014) ENGINEER, MECHANICAL		5	14.51	15.23	11.77 - 16.89	NA	NA NA
(012.267-010) ENGINEERING TECHNICIAN, INDUSTRIAL		5	8.36	7.50	5.00 - 12.14	5.90	5.00 - 7.21
(189.117-034) ■EXECUTIVE OFFICER		82	23.14	23.87	17.31 - 27.25	16.42	2.77 - 57.69
(410.664-010) FARMWORKER, LIVESTOCK		13	5.00	5.00	3.73 - 5.48	NA	NA NA
(185.137-011) FAST FOOD ASSISTANT MANAGER		16	6.03	5.25	4.60 - 7.63	NA	NA NA
(311.472-010) FAST-FOODS WORKER		306	4.17	4.10	3.83 - 4.31	3.79	3.35 - 4.10
(206.362-010) FILE CLERK		25	5.13	5.00	4.20 - 5.87	4.29	3.35 - 5.25
(040.061-034) FORESTER		22	11.41	11.00	11.00 - 15.00	NA	NA NA
(739.684-078) FRAMER		11	6.16	6.00	5.50 - 7.00	NA	NA NA
(620.281-038) ■FRONT END MECHANIC		5	8.18	8.25	5.87 - 10.44	NA	NA NA
(343.467-018) GAMBLING DEALER		5	4.50	4.00	4.00 - 5.25	NA	NA NA
(600.280-022) GENERAL MACHINIST		13	9.81	9.75	7.25 - 11.75	7.81	6.00 - 14.36
(070.101-022) ■GENERAL PRACTITIONER		12	23.41	25.24	16.23 - 29.66	NA	NA NA

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(024.061-018)	GEOLOGIST	5	16.38	13.75	11.82 - 22.25	9.68	5.77 - 13.27
(865.381-010)	GLAZIER	7	8.52	8.88	7.00 - 10.00	NA	NA NA
(406.137-010)	GREENSKEEPER, HEAD	5	7.23	8.37	5.12 - 8.77	7.12	4.50 - 8.65
(313.381-000) ● GROCERY-STORE BAKER		16	7.02	7.18	4.57 - 9.29	NA	NA NA
(406.684-014) ● GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL		20	5.70	5.42	5.00 - 6.87	4.10	3.80 - 4.50
(353.161-010) ■ GUIDE, HUNTING AND FISHING		29	6.08	5.62	3.74 - 7.61	5.23	2.50 - 7.38
(332.271-018) ■ HAIR STYLIST		29	5.02	4.35	4.35 - 5.03	NA	NA NA
(205.362-018) HOSPITAL ADMISSIONS CLERK		5	6.11	6.00	5.01 - 7.27	NA	NA NA
(238.362-010) ■ HOTEL (MOTEL) CLERK		56	4.53	4.25	4.00 - 5.00	4.21	3.80 - 5.00
(323.687-018) HOUSECLEANER		38	4.20	4.00	3.80 - 4.53	3.98	3.85 - 4.10
(214.362-022) INSURANCE CLERK		4	6.66	6.61	5.75 - 7.60	NA	NA NA
(160.167-034) INTERNAL AUDITOR		6	13.46	13.52	11.10 - 16.10	9.45	5.60 - 12.00
(222.387-026) ■ INVENTORY CLERK		9	7.17	5.15	4.38 - 10.44	5.45	4.00 - 8.08
(382.664-010) ● JANITOR		196	5.08	4.50	4.25 - 5.00	5.01	2.56 - 12.92
(381.137-010) ● JANITORIAL SERVICES SUPERVISOR		8	6.52	6.25	5.25 - 7.37	NA	NA NA
(203.582-030) KEY PUNCH/KEY TAPE OPERATOR		15	7.32	7.00	6.00 - 7.60	NA	NA NA
(318.687-010) ■ KITCHEN HELPER		222	4.54	4.25	4.00 - 4.75	4.00	3.46 - 5.77
(029.261-010) LABORATORY TESTER		12	11.95	12.98	10.55 - 13.76	8.42	5.00 - 13.76
(500.000-000) ■ LABORER, GENERAL		56	6.35	6.50	4.25 - 7.48	5.15	3.35 - 9.23
(408.687-014) LABORER, LANDSCAPE		32	5.45	5.25	5.00 - 6.00	NA	NA NA
(018.167-018) LAND SURVEYOR		5	10.53	10.00	8.82 - 12.50	8.75	7.00 - 10.00
(361.684-014) LAUNDRY WORKER		30	5.16	5.24	4.75 - 5.24	4.22	4.15 - 4.25
(110.107-010) ■ LAWYER		45	18.37	16.82	14.09 - 19.36	14.44	9.23 - 18.00

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(201.362-010)	LEGAL SECRETARY	55	8.07	7.73	6.50 - 9.08	6.09	4.50 - 9.00
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	5	8.90	8.25	7.78 - 10.34	7.69	7.50 - 8.00
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	16	7.57	7.25	7.00 - 7.93	6.83	6.50 - 7.50
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	17	7.61	7.85	6.99 - 8.31	7.44	6.25 - 8.08
(186.267-018)	■ LOAN OFFICER	38	13.00	11.74	9.04 - 14.57	8.50	6.98 - 11.54
(209.587-026)	MAIL CLERK	25	6.17	5.00	4.62 - 6.18	5.17	3.85 - 9.00
(829.281-014)	■ MAINTENANCE ELECTRICIAN	15	14.76	14.50	13.50 - 14.54	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	32	7.85	7.00	6.00 - 9.38	6.72	4.62 - 10.47
(189.167-018)	MANAGEMENT TRAINEE	47	5.16	5.00	4.40 - 5.90	4.01	3.80 - 4.25
(168.167-054)	MANAGER, CREDIT AND COLLECTION	9	10.61	9.52	8.32 - 13.19	NA	NA NA
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	8	13.08	11.98	7.16 - 18.54	8.26	4.90 - 12.00
(166.167-030)	■ MANAGER, EMPLOYMENT	53	10.43	10.38	6.42 - 12.69	8.94	2.88 - 15.00
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	9	8.09	7.69	5.32 - 11.09	NA	NA NA
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	37	14.49	13.95	10.82 - 16.11	10.15	7.50 - 12.09
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	27	13.94	13.08	11.00 - 17.21	7.76	3.46 - 10.00
(186.167-034)	MANAGER, INSURANCE OFFICE	4	22.58	23.85	16.00 - 27.89	17.35	9.23 - 23.45
(187.167-126)	■ MANAGER, LIQUOR ESTABLISHMENT	11	6.27	6.20	4.62 - 8.39	NA	NA NA
(320.137-014)	■ MANAGER, LODGING FACILITIES	23	7.77	7.85	5.77 - 10.00	5.58	2.16 - 8.65
(185.167-034)	■ MANAGER, MERCHANDISE	14	11.29	9.61	5.06 - 20.00	8.02	3.73 - 16.15
(169.167-034)	■ MANAGER, OFFICE	147	9.92	8.68	7.00 - 11.54	7.64	4.00 - 20.00
(183.117-014)	MANAGER, PLANT	7	12.82	11.54	8.65 - 12.35	NA	NA NA
(185.167-046)	■ MANAGER, RETAIL STORE	166	9.76	8.65	6.88 - 12.00	7.49	2.37 - 14.42
(012.167-058)	MANAGER, SAFETY	4	16.57	16.66	14.71 - 18.33	NA	NA NA

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(163.167-018) ■MANAGER, SALES		28	10.60	8.82	8.17 - 12.01	6.89	3.66 - 11.08
(184.167-094) ■MANAGER, TRAFFIC		4	11.18	11.29	9.88 - 12.37	NA	NA NA
(929.687-030) ● MATERIAL HANDLER		40	9.51	8.80	6.00 - 12.42	7.86	4.25 - 13.32
(316.684-018) ■MEAT CUTTER		31	9.65	10.80	8.00 - 11.05	5.66	4.50 - 6.65
(920.587-017) ■MEAT PACKAGER		20	7.40	8.81	5.28 - 8.89	NA	NA NA
(620.684-014) ■MECHANIC HELPER, AUTOMOBILE		25	6.50	6.00	5.00 - 7.50	4.56	3.75 - 6.00
(621.281-014) ■MECHANIC, AIRCRAFT		18	9.86	9.50	8.50 - 10.86	NA	NA NA
(620.261-010) ●■MECHANIC, AUTOMOBILE		175	9.78	9.50	6.70 - 13.40	6.86	3.80 - 10.00
(625.281-010) ■MECHANIC, DIESEL		113	11.92	12.45	10.32 - 13.75	8.24	6.00 - 14.36
(638.281-014) ■MECHANIC, MAINTENANCE		33	12.01	14.06	9.45 - 14.06	8.50	5.00 - 14.06
(625.281-034) ■MECHANIC, SMALL-ENGINE		13	6.40	6.00	4.62 - 8.50	NA	NA NA
(079.367-010) ■MEDICAL ASSISTANT		18	8.05	8.50	6.18 - 8.75	7.08	5.00 - 11.25
(078.381-010) ■MEDICAL LABORATORY ASSISTANT		8	8.82	8.56	7.70 - 9.84	NA	NA NA
(245.362-010) ■MEDICAL RECORD CLERK		9	6.95	5.89	5.13 - 9.03	6.10	4.70 - 8.61
(201.362-014) ■MEDICAL SECRETARY		20	7.00	7.00	6.25 - 7.83	5.90	4.62 - 7.00
(078.361-014) ■MEDICAL TECHNOLOGIST		18	10.69	10.37	9.40 - 11.69	8.72	6.92 - 10.00
(239.567-010) ■MESSENGER		24	5.49	5.45	4.46 - 6.50	5.08	4.00 - 7.10
(249.382-010) ■MORTGAGE CLERK		28	6.77	6.53	5.59 - 7.21	5.68	4.93 - 6.92
(203.382-022) ■MORTGAGE-PRDCESSING CLERK		12	6.64	6.60	5.89 - 7.30	NA	NA NA
(249.167-014) ■MOTOR VEHICLE DISPATCHER		5	11.29	12.00	9.48 - 12.75	NA	NA NA
(205.362-026) ■NEW-ACCOUNTS CLERK		13	6.65	6.11	5.49 - 7.85	5.37	4.04 - 6.93
(355.674-014) ■NURSE AIDE/ORDERLY		78	5.06	5.00	4.55 - 5.41	4.91	4.00 - 7.10
(075.127-022) ■NURSE, SUPERVISOR		16	16.22	17.20	12.95 - 19.19	12.14	10.25 - 14.73

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(170.170-000)	ONE-PERSON OFFICE WORKER	55	7.02	6.60	5.50 - 7.45	5.29	4.00 - 7.14
(859.683-010) ■	OPERATING ENGINEER	26	12.84	13.43	12.60 - 13.46	10.01	7.00 - 13.46
(186.167-050)	OPERATIONS OFFICER	8	15.98	17.31	13.21 - 18.87	NA	NA NA
(079.364-014)	OPTOMETRIC ASSISTANT	6	6.49	6.07	5.75 - 7.47	4.50	4.00 - 5.00
(249.367-054)	ORDER CLERK	32	6.88	6.55	6.00 - 7.28	5.48	4.50 - 6.92
(119.267-026)	PARALEGAL ASSISTANT	14	7.89	8.00	6.53 - 8.65	7.24	5.77 - 10.00
(215.482-010)	PAYROLL CLERK	21	8.07	7.60	6.50 - 9.25	6.31	4.00 - 8.65
(074.161-010)	PHARMACIST	15	16.37	17.20	11.54 - 20.19	13.71	7.69 - 16.82
(074.387-010)	PHARMACY HELPER	4	5.78	5.45	5.00 - 6.87	NA	NA NA
(355.354-010)	PHYSICAL THERAPY AIDE	6	5.98	5.50	4.88 - 6.56	NA	NA NA
(221.382-018)	PRODUCTION CLERK	4	9.29	7.06	5.06 - 15.73	NA	NA NA
(609.685-018) ■	PRODUCTION MACHINE OPERATOR	11	5.83	5.75	5.25 - 6.50	4.38	3.65 - 5.50
(217.382-010)	PROOF-MACHINE OPERATOR	4	6.03	6.23	4.09 - 7.77	NA	NA NA
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	6	13.22	13.39	10.70 - 15.26	NA	NA NA
(162.157-038)	PURCHASING AGENT	49	9.71	9.63	6.71 - 11.54	8.56	4.00 - 12.35
(237.367-038)	RECEPTIONIST	103	6.53	6.17	5.50 - 7.50	5.35	3.80 - 8.65
(075.374-014)	REGISTERED NURSE, CLINIC	153	14.94	15.56	12.77 - 17.55	10.43	8.00 - 13.23
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	40	11.84	11.18	10.00 - 13.48	NA	NA NA
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	22	10.19	10.00	9.51 - 10.50	NA	NA NA
(313.131-014) ■	RESTAURANT CHEF	82	6.13	5.66	5.00 - 6.25	5.28	3.80 - 8.08
(292.353-010) ■	ROUTE DRIVER	160	7.10	3.90	3.85 - 8.60	5.00	3.80 - 9.23
(251.257-010) ■	SALES AGENT, FINANCIAL SERVICES	4	6.43	6.06	5.57 - 7.65	NA	NA NA
(250.257-010) ■	SALES AGENT, INSURANCE	12	9.58	10.22	6.48 - 11.54	5.65	4.04 - 7.90

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(250.357-018) ■SALES AGENT, REAL ESTATE		14	20.00	16.35	11.06 - 32.05	NA	NA NA
(290.477-014) ■SALES CLERK		15	4.90	5.00	4.25 - 5.50	NA	NA NA
(290.477-018) SALES CLERK, FOOD		52	5.94	5.20	4.25 - 7.05	4.61	4.00 - 5.32
(254.357-014) ■SALES REPRESENTATIVE, ADVERTISING		7	8.43	9.96	6.00 - 9.96	NA	NA NA
(279.357-014) ■SALES REPRESENTATIVE, GENERAL MDSE		232	11.73	11.54	7.21 - 13.95	9.19	4.00 - 20.00
(279.357-054) ■SALESPERSON, GENERAL MERCHANDISE		542	5.66	5.00	4.25 - 6.00	4.60	3.75 - 11.08
(279.357-062) SALESPERSON, PARTS		17	6.13	6.15	4.50 - 7.76	NA	NA NA
(201.362-030) SECRETARY		174	7.50	7.24	5.98 - 8.50	5.37	3.80 - 10.00
(372.667-034) ● SECURITY GUARD		135	6.29	6.00	5.10 - 8.00	4.73	2.77 - 7.43
(915.467-010) SERVICE STATION ATTENDANT		23	4.76	4.80	4.00 - 5.50	4.19	3.80 - 5.00
(787.682-046) ■SEWING MACHINE OPERATOR		6	5.07	4.87	4.50 - 5.73	NA	NA NA
(222.387-050) SHIPPING AND RECEIVING CLERK		48	6.61	6.37	5.50 - 8.02	4.85	3.80 - 7.35
(313.361-022) ■SHORT-ORDER COOK		167	5.32	5.00	4.50 - 6.00	4.44	3.75 - 7.00
(979.684-030) SILK-SCREEN PRINTER		9	5.24	4.70	4.25 - 6.37	NA	NA NA
(195.107-030) SOCIAL WORKER, MEDICAL; CLINICAL		33	11.16	11.57	8.92 - 12.62	9.13	7.12 - 12.13
(202.362-014) STENOGRAPHER		8	10.49	11.96	8.12 - 11.96	5.48	5.20 - 5.77
(222.387-058) ■STOCK CLERK		45	6.79	5.25	5.00 - 10.55	5.71	3.50 - 13.02
(922.687-058) STORES LABORER		47	7.87	7.00	6.06 - 9.90	5.80	4.00 - 9.50
(183.167-018) SUPERVISOR, DEPARTMENT OR DIVISION		7	13.88	15.38	13.27 - 15.38	NA	NA NA
(899.133-010) SUPERVISOR, LABOR GANG		8	15.20	16.92	10.02 - 19.81	NA	NA NA
(070.101-094) ■SURGEON		7	57.49	67.79	34.62 - 67.79	NA	NA NA
(205.367-054) ■SURVEY WORKER		78	6.39	6.22	5.70 - 6.22	NA	NA NA
(018.167-034) SURVEYOR ASSISTANT, INSTRUMENTS		4	7.88	8.50	6.62 - 8.50	7.00	6.00 - 8.00

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(869.567-010)	SURVEYOR HELPER	6	8.67	9.00	7.00 - 9.50	6.67	5.00 - 8.00
(092.227-018)	TEACHER, PRESCHOOL	15	5.55	6.00	4.25 - 6.00	5.48	3.80 - 6.41
(003.161-014)	TECHNICIAN, ELECTRONIC	12	10.39	9.91	7.50 - 13.49	9.25	4.50 - 13.50
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	5	9.86	8.00	6.65 - 14.00	7.13	4.50 - 10.00
(078.362-026)	TECHNICIAN, X-RAY	14	9.97	9.73	8.50 - 10.82	8.23	6.92 - 10.00
(235.662-022)	TELEPHONE OPERATOR	9	6.26	5.93	5.55 - 7.14	6.11	5.20 - 7.10
(211.362-018)	TELLER	140	5.71	5.54	5.20 - 6.00	4.80	4.18 - 5.37
(211.132-010)	TELLER, HEAD	7	6.82	6.66	6.27 - 7.58	NA	NA NA
(203.582-054)	TERMINAL OPERATOR	12	7.06	6.92	6.59 - 7.84	5.48	4.50 - 6.50
(665.482-018)	TIMBER-SIZER OPERATOR	27	8.32	8.30	7.85 - 8.50	6.43	6.00 - 7.00
(915.684-010)	■ TIRE REPAIRER	17	6.21	6.00	5.75 - 7.00	4.60	3.80 - 5.00
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	21	15.30	9.25	7.50 - 25.98	6.53	4.62 - 9.00
(921.683-050)	TRUCK DRIVER, INDUSTRIAL	28	11.63	13.40	8.17 - 13.40	NA	NA NA
(906.683-022)	■ TRUCK DRIVER, LIGHT	29	8.37	8.50	6.80 - 9.75	6.08	5.00 - 9.00
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	64	9.17	10.00	8.14 - 10.39	7.35	3.09 - 10.00
(219.367-038)	UNDERWRITING CLERK	4	6.25	6.26	6.02 - 6.44	NA	NA NA
(311.477-030)	■ WAITER/WAITRESS	454	4.06	3.85	3.80 - 4.25	3.92	3.35 - 5.77
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(819.384-010)	WELDER, COMBINATION	16	10.50	8.62	6.75 - 15.73	NA	NA NA

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Region 7 Wage Information



REGION 7: Fergus, Golden Valley, Judith Basin, Musselshell, Petroleum, and Wheatland Counties

REGION 7 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010) ■ ACCOUNTANT		65	12.34	10.56	9.25 - 14.42	9.41	3.80 - 26.44
(216.482-010) ACCOUNTING CLERK		50	7.78	7.51	6.50 - 8.54	5.90	4.25 - 8.00
(187.137-010) ■ ACTIVITY COORDINATOR		4	6.99	6.85	5.22 - 8.88	5.22	4.25 - 6.60
(169.167-010) ADMINISTRATIVE ASSISTANT		5	14.24	11.59	9.35 - 20.45	NA	NA NA
(169.167-014) ADMINISTRATIVE SECRETARY		7	8.56	8.64	8.25 - 8.68	NA	NA NA
(185.167-047) ■ ASSISTANT RETAIL MANAGER		42	10.50	11.54	6.95 - 13.44	6.49	3.80 - 9.00
(189.117-010) ASSOCIATION EXECUTIVE		4	10.19	10.14	7.05 - 13.36	6.87	4.62 - 10.00
(807.381-010) AUTO BODY REPAIRER		5	8.78	9.00	7.50 - 9.94	NA	NA NA
(312.474-010) ■ BARTENDER		56	5.01	5.00	4.50 - 5.43	4.52	4.00 - 5.00
(214.382-014) BILLING CLERK		11	7.88	7.00	7.00 - 8.60	6.06	4.50 - 7.33
(210.382-014) ■ BOOKKEEPER, FULL-CHARGE; GENERAL		85	7.26	6.92	5.50 - 8.95	5.34	3.80 - 10.00
(913.463-010) ■ BUS DRIVER		165	5.93	5.50	5.50 - 5.50	NA	NA NA
(211.462-014) ■ CASHIER-CHECKER		290	7.40	8.25	4.75 - 9.51	4.07	3.50 - 5.00
(211.362-010) CASHIER, GENERAL		106	4.82	4.50	4.00 - 5.01	4.21	3.80 - 5.00
(359.677-018) ■ CHILD CARE WORKER		27	3.98	3.80	3.80 - 4.25	NA	NA NA
(241.217-010) ■ CLAIM ADJUSTER		18	18.00	16.37	14.97 - 20.16	NA	NA NA
(241.362-010) CLAIMS CLERK		17	8.49	7.39	6.43 - 9.62	5.74	5.00 - 6.43
(205.367-018) CLAIMS CLERK, LOSS-CLAIMS		5	18.21	20.65	8.85 - 26.34	11.07	5.00 - 17.75
(381.687-014) ■ CLEANER, COMMERCIAL OR INSTITUTIONAL		61	5.14	4.50	4.00 - 5.19	5.51	3.80 - 20.00
(203.362-010) CLERK-TYPIST		22	6.03	5.50	4.94 - 6.93	5.08	3.75 - 7.48
(209.562-010) CLERK, GENERAL		115	6.36	6.00	5.00 - 7.10	4.92	3.50 - 6.92
(213.362-010) ■ COMPUTER OPERATOR		28	7.51	8.00	5.53 - 8.80	6.06	4.25 - 8.07
(020.187-010) ■ COMPUTER PROGRAMMER		4	8.13	8.41	7.33 - 8.64	NA	NA NA

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REGION 7 INFORMATIONAL WAGE RATES BY OCCUPATION
 (DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(869.664-014)	CONSTRUCTION WORKER (GENERAL LABORER)	18	12.84	12.55	11.13 - 16.37	NA	NA NA
(186.117-014)	CONTROLLER	8	19.07	17.45	14.60 - 24.50	18.32	16.88 - 20.39
(315.361-010) ■ COOK, MESS		54	4.33	4.00	3.75 - 4.38	5.03	4.25 - 6.60
(160.167-018)	COST ACCOUNTANT	25	15.05	13.85	12.92 - 17.15	10.27	8.50 - 12.00
(205.367-022) ■ CREDIT CLERK		8	7.99	8.04	7.29 - 8.71	NA	NA NA
(203.582-026)	DATA - CDER OPERATOR	4	7.83	7.90	6.14 - 9.43	NA	NA NA
(299.477-010)	DELIVERER, MERCHANDISE	10	5.10	5.00	4.75 - 5.50	NA	NA NA
(930.683-018)	DERRICK WORKER, WELL SERVICE	20	8.63	9.70	6.00 - 11.00	NA	NA NA
(142.061-026)	DESIGNER, INDUSTRIAL	3	13.62	15.38	8.65 - 16.83	NA	NA NA
(184.117-010)	DIRECTOR, PUBLIC SERVICE	9	18.82	15.14	13.27 - 21.87	NA	NA NA
(010.281-014)	DRAFTER, GEOLOGICAL	9	11.92	13.27	8.33 - 14.26	NA	NA NA
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	4	19.61	18.30	16.26 - 24.27	12.81	7.66 - 16.36
(007.167-014)	ENGINEER, PLANT	5	18.55	16.35	13.50 - 24.71	NA	NA NA
(189.117-034) ■ EXECUTIVE OFFICER		49	23.79	24.00	19.21 - 27.00	14.17	2.77 - 25.00
(311.472-010)	FAST-FOODS WORKER	112	3.96	3.80	3.80 - 4.07	3.84	3.80 - 4.00
(206.362-010)	FILE CLERK	10	4.89	4.69	4.00 - 5.95	4.44	3.80 - 5.00
(600.280-022)	GENERAL MACHINIST	9	8.33	8.00	7.00 - 10.00	6.33	6.00 - 7.00
(024.061-018)	GEOLOGIST	4	17.16	16.62	11.22 - 23.62	NA	NA NA
(406.684-014) ●■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL		7	5.54	5.00	5.00 - 6.50	NA	NA NA
(160.167-034)	INTERNAL AUDITOR	6	12.55	13.14	11.10 - 14.50	9.45	5.60 - 12.00
(222.387-026) ■ INVENTORY CLERK		3	6.74	4.77	3.68 - 11.78	NA	NA NA
(382.664-010) ●■ JANITOR		112	4.54	4.25	4.25 - 4.35	5.02	3.80 - 6.25
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	6	7.20	6.90	6.63 - 7.96	NA	NA NA

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REGION 7 INFORMATIONAL WAGE RATES BY OCCUPATION
 (DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE	LEVEL RANGE
(318.687-010) ● KITCHEN HELPER		107	4.20	4.00	4.00 - 4.30	3.71	3.25	- 4.00
(500.000-000) ■ LABORER, GENERAL		15	7.15	7.43	5.50 - 8.50	5.63	4.50	- 8.00
(361.684-014) LAUNDRY WORKER		12	5.03	5.03	4.27 - 5.64	4.28	3.80	- 5.07
(201.362-010) LEGAL SECRETARY		20	7.88	8.00	6.60 - 9.03	5.79	4.75	- 6.25
(079.374-015) LICENSED-PRACTICAL NURSE, CLINIC		5	7.78	7.75	7.50 - 8.06	7.40	7.20	- 7.50
(821.361-026) LINE REPAIRER		20	18.17	18.13	18.09 - 18.13	NA	NA	NA
(186.267-018) ■ LOAN OFFICER		27	11.59	10.53	8.72 - 12.38	7.90	6.98	- 8.77
(209.587-026) MAIL CLERK		9	8.28	6.70	5.49 - 11.49	5.88	4.42	- 9.00
(829.281-014) ■ MAINTENANCE ELECTRICIAN		10	14.78	14.14	11.00 - 15.62	NA	NA	NA
(899.381-010) MAINTENANCE REPAIRER, BUILDING		18	8.55	8.80	6.75 - 10.32	6.99	5.00	- 10.47
(189.167-018) MANAGEMENT TRAINEE		20	4.55	4.35	4.11 - 4.50	4.06	4.00	- 4.25
(168.167-054) MANAGER, CREDIT AND COLLECTION		7	11.10	9.61	8.40 - 15.46	NA	NA	NA
(169.167-030) MANAGER, ELECTRONIC DATA PROCESSING		4	17.02	17.86	10.56 - 22.61	NA	NA	NA
(166.167-030) ■ MANAGER, EMPLOYMENT		26	11.55	11.18	6.17 - 16.98	10.46	4.00	- 16.83
(186.117-038) MANAGER, FINANCIAL INSTITUTION		35	13.97	13.46	10.82 - 16.11	9.98	7.50	- 12.09
(189.117-022) ■ MANAGER, INDUSTRIAL ORGANIZATION		17	13.75	13.08	12.20 - 16.42	NA	NA	NA
(186.167-034) MANAGER, INSURANCE OFFICE		3	25.50	25.21	22.49 - 28.79	NA	NA	NA
(185.167-034) ■ MANAGER, MERCHANDISE		11	11.58	10.26	5.54 - 20.77	5.61	3.73	- 8.97
(169.167-034) ■ MANAGER, OFFICE		71	11.49	9.99	7.82 - 13.08	9.26	4.00	- 20.00
(183.117-014) MANAGER, PLANT		6	19.95	21.20	12.14 - 26.08	NA	NA	NA
(185.167-046) ■ MANAGER, RETAIL STORE		94	11.01	10.43	8.08 - 13.92	8.12	2.37	- 15.00
(163.167-018) ■ MANAGER, SALES		12	10.00	8.82	7.18 - 11.90	7.06	3.66	- 15.00
(929.687-030) ● MATERIAL HANDLER		22	10.13	10.45	7.12 - 12.42	NA	NA	NA

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REGION 7 INFORMATIONAL WAGE RATES BY OCCUPATION
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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(316.684-018)	MEAT CUTTER	26	9.95	10.94	9.31 - 11.09	NA	NA - NA
(920.587-017)	MEAT PACKAGER	19	7.50	8.86	5.39 - 8.89	NA	NA - NA
(620.684-014)	■ MECHANIC HELPER, AUTOMOBILE	12	6.54	5.50	4.62 - 9.62	4.65	3.80 - 6.00
(620.261-010)	●■ MECHANIC, AUTOMOBILE	134	9.75	9.25	6.70 - 13.42	7.00	5.00 - 9.23
(625.281-010)	■ MECHANIC, DIESEL	104	11.82	12.53	10.06 - 13.75	7.76	6.00 - 12.57
(638.281-014)	■ MECHANIC, MAINTENANCE	15	11.62	13.00	9.00 - 14.51	9.50	5.00 - 14.00
(245.362-010)	MEDICAL RECDRD CLERK	7	7.86	7.00	6.70 - 10.56	6.34	5.00 - 8.61
(201.362-014)	MEDICAL SECRETARY	11	6.31	6.61	5.50 - 6.75	5.40	4.00 - 6.45
(239.567-010)	MESSENGER	18	5.42	5.22	4.50 - 6.00	5.02	4.00 - 7.10
(638.281-018)	MILLWRIGHT	7	10.29	10.00	10.00 - 11.00	NA	NA - NA
(249.382-010)	■ MORTGAGE CLERK	24	6.53	6.41	5.54 - 7.08	5.10	4.93 - 5.40
(355.674-014)	NURSE AIDE/ORDERLY	90	5.72	5.75	4.75 - 6.50	5.57	4.25 - 7.10
(075.127-022)	NURSE, SUPERVISOR	22	15.76	14.75	13.54 - 18.36	12.66	10.25 - 14.73
(170.170-000)	ONE-PERSON OFFICE WORKER	7	5.65	5.75	5.00 - 6.50	4.66	3.80 - 6.00
(249.367-054)	DRDER CLERK	7	6.93	5.55	5.00 - 6.92	NA	NA - NA
(920.587-018)	■ PACKAGER, HAND	5	8.05	8.50	6.62 - 9.25	NA	NA - NA
(215.482-010)	PAYROLL CLERK	17	8.12	7.73	6.83 - 9.25	6.42	4.81 - 8.65
(074.161-010)	PHARMACIST	11	18.84	19.00	17.00 - 20.32	15.56	13.17 - 16.82
(074.387-010)	PHARMACY HELPER	3	5.42	5.37	5.00 - 5.90	NA	NA - NA
(162.157-038)	PURCHASING AGENT	38	10.49	10.25	8.06 - 12.62	9.67	5.00 - 13.46
(237.367-038)	RECEPTIONIST	36	6.96	6.72	5.50 - 7.93	5.41	4.00 - 7.46
(313.131-014)	■ RESTAURANT CHEF	22	5.35	5.25	4.61 - 6.00	5.14	3.80 - 6.63
(292.353-010)	■ ROUTE DRIVER	142	7.27	3.90	3.85 - 9.00	4.55	3.85 - 5.33

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(290.477-018)	SALES CLERK, FOOD	31	5.00	4.25	4.20 - 6.75	NA	NA	NA
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MDSE	207	11.15	11.54	6.00 - 12.98	8.47	3.85	- 19.66
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	245	6.41	5.50	4.25 - 7.25	4.76	3.80	- 8.65
(201.362-030)	SECRETARY	111	7.93	7.56	6.25 - 9.74	5.68	4.00	- 10.00
(372.667-034)	● SECURITY GUARD	59	5.44	5.10	5.00 - 5.29	NA	NA	NA
(915.467-010)	SERVICE STATION ATTENDANT	7	4.83	4.50	3.85 - 5.50	3.78	3.00	- 4.50
(222.387-050)	SHIPPING AND RECEIVING CLERK	31	6.75	6.40	5.60 - 8.50	4.73	3.80	- 6.00
(313.361-022)	■ SHORT-ORDER COOK	40	5.19	5.00	4.76 - 5.93	4.43	3.80	- 5.00
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	29	11.76	11.69	9.25 - 13.03	9.35	7.12	- 12.13
(202.362-014)	STENOGRAPHER	11	9.38	8.33	6.95 - 11.96	5.61	5.20	- 6.16
(222.387-058)	■ STOCK CLERK	44	6.46	5.00	4.51 - 8.29	5.34	4.00	- 8.50
(922.687-058)	STORES LABORER	34	8.00	7.00	5.87 - 10.12	6.20	4.00	- 9.50
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	7	14.70	15.38	15.38 - 15.38	NA	NA	NA
(205.367-054)	■ SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA	NA
(235.662-022)	TELEPHONE OPERATOR	6	6.11	5.82	5.43 - 6.89	5.95	5.20	- 7.10
(211.362-018)	TELLER	122	5.71	5.56	5.17 - 6.05	4.77	4.18	- 5.37
(211.132-010)	TELLER, HEAD	7	6.77	6.66	6.17 - 7.58	NA	NA	NA
(915.684-010)	■ TIRE REPAIRER	13	6.85	6.50	6.00 - 8.00	NA	NA	NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA	NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	53	10.51	9.23	8.00 - 13.61	8.37	4.62	- 11.50
(906.683-022)	■ TRUCK DRIVER, LIGHT	17	9.06	9.50	8.08 - 9.78	6.78	5.00	- 9.00
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	27	7.74	8.45	6.00 - 10.00	6.52	3.09	- 10.00
(219.367-038)	UNDERWRITING CLERK	4	6.64	6.27	5.27 - 8.36	NA	NA	NA

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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(311.477-030)	■ WAITER/WAITRESS	110	4.05	4.00	3.80 - 4.25	3.74	3.25 - 4.00
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(301.687-018)	YARD WORKER	27	4.98	5.00	4.00 - 5.50	4.33	4.00 - 4.50

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Region 8 Wage Information



REGION 8: Big Horn, Carbon, Rosebud, Stillwater,
Treasure, and Yellowstone Counties

REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
 (DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010) ■ ACCOUNTANT		161	12.47	11.50	8.65 - 15.67	8.56	3.80 - 18.00
(216.482-010) ACCOUNTING CLERK		115	7.38	6.92	6.00 - 8.14	5.68	4.00 - 8.08
(187.137-010) ■ ACTIVITY COORDINATOR		31	7.21	7.23	5.42 - 8.29	6.18	4.25 - 9.07
(169.167-010) ADMINISTRATIVE ASSISTANT		20	11.54	9.92	7.78 - 13.70	6.56	4.04 - 9.35
(169.167-014) ADMINISTRATIVE SECRETARY		17	7.83	8.17	6.80 - 8.91	6.58	5.75 - 7.88
(187.117-010) ADMINISTRATOR, HOSPITAL		4	23.34	24.97	19.12 - 25.93	NA	NA NA
(195.117-010) ADMINISTRATOR, SOCIAL WELFARE		5	13.04	10.20	8.28 - 19.21	NA	NA NA
(410.674-010) ANIMAL CARETAKER		9	4.72	4.25	3.85 - 5.59	NA	NA NA
(001.061-010) ARCHITECT		17	13.54	12.98	12.49 - 16.71	9.30	5.20 - 11.54
(001.061-018) ARCHITECT, LANDSCAPE		11	12.78	13.46	10.10 - 15.38	10.05	6.54 - 14.00
(141.031-010) ART DIRECTOR		7	13.05	12.00	10.82 - 18.18	6.76	5.77 - 8.50
(706.687-010) ■ ASSEMBLER, PRODUCTION		40	6.68	6.50	5.00 - 7.50	4.99	4.20 - 6.25
(320.137-015) ASSISTANT LODGING DIRECTOR		4	10.18	10.41	5.17 - 14.94	NA	NA NA
(185.167-047) ■ ASSISTANT RETAIL MANAGER		79	9.77	10.00	6.29 - 11.75	5.68	2.77 - 10.27
(189.117-010) ASSOCIATION EXECUTIVE		13	13.67	13.46	6.59 - 18.35	12.52	4.33 - 28.85
(807.381-010) AUTO BODY REPAIRER		57	10.50	9.00	8.00 - 12.75	7.68	7.20 - 8.00
(620.261-018) ■ AUTOMOBILE-REPAIR-SERVICE ESTIMATOR		4	7.50	7.21	5.77 - 9.52	5.96	5.77 - 6.35
(920.687-014) BAGGER, GROCERY PACKER		7	4.01	4.00	3.80 - 4.25	NA	NA NA
(313.381-010) BAKER		24	5.54	5.00	4.37 - 6.18	4.42	3.80 - 5.25
(312.474-010) ■ BARTENDER		238	5.33	5.25	4.75 - 6.00	4.60	3.50 - 6.25
(214.382-014) BILLING CLERK		43	7.55	7.00	6.50 - 8.35	5.69	3.80 - 8.01
(653.685-010) BINDERY WORKER		12	8.90	8.66	6.49 - 11.91	NA	NA NA
(210.382-014) ■ BOOKKEEPER, FULL-CHARGE; GENERAL		317	7.44	7.00	6.00 - 8.31	6.05	3.25 - 20.19

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REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(913.463-010) ■ BUS DRIVER		189	5.91	5.50	5.50 - 5.53	5.79	5.00 - 7.00
(187.167-018) BUSINESS REPRESENTATIVE, LABOR UNION		9	15.18	14.24	13.22 - 16.69	17.05	14.24 - 20.32
(660.280-010) CABINETMAKER		31	8.44	8.25	7.70 - 9.50	5.29	4.00 - 7.00
(311.677-010) CAFETERIA ATTENDANT		18	4.12	3.80	3.80 - 4.26	NA	NA NA
(143.062-022) CAMERA OPERATOR		8	18.13	25.45	6.11 - 25.45	NA	NA NA
(301.687-010) ■ CARETAKER		11	4.86	5.00	4.33 - 5.00	NA	NA NA
(195.107-010) CASEWORKER		8	6.90	7.59	5.52 - 7.77	5.57	4.40 - 7.41
(195.137-010) CASEWORKER SUPERVISOR		7	10.49	9.79	9.03 - 11.41	8.73	8.16 - 9.03
(211.462-014) ■ CASHIER-CHECKER		357	6.94	6.25	4.50 - 9.51	4.04	3.50 - 5.00
(211.362-010) CASHIER, GENERAL		432	4.74	4.50	4.00 - 5.00	4.24	3.67 - 6.00
(211.462-010) CASHIER, OFFICE		9	4.97	5.50	4.00 - 5.65	NA	NA NA
(003.167-030) CHIEF ENGINEER, BROADCASTING		4	15.28	14.85	9.92 - 21.06	NA	NA NA
(359.677-018) ■ CHILD CARE WORKER		97	4.19	4.00	3.80 - 4.35	4.02	3.80 - 4.75
(079.364-010) CHIROPRACTOR ASSISTANT		6	5.92	6.12	5.37 - 6.31	NA	NA NA
(241.217-010) ■ CLAIM ADJUSTER		25	17.16	15.33	14.69 - 17.74	11.80	9.14 - 14.64
(205.367-018) CLAIMS CLERK, LOSS-CLAIMS		4	21.51	21.02	14.69 - 28.81	NA	NA NA
(381.687-014) ■ CLEANER, COMMERCIAL OR INSTITUTIONAL		329	4.85	4.50	4.00 - 5.14	4.76	3.50 - 20.00
(1919.687-014) ■ CLEANER, TRANSPORTATION VEHICLES		8	5.00	4.75	4.27 - 5.96	NA	NA NA
(203.362-010) CLERK-TYPIST		78	6.48	6.50	5.46 - 7.33	5.25	3.75 - 7.54
(209.562-010) CLERK, GENERAL		263	6.55	6.00	5.34 - 7.40	5.11	3.80 - 8.00
(209.387-010) CODING CLERK		3	5.60	5.60	5.45 - 5.75	NA	NA NA
(241.367-010) COLLECTION AGENT		13	6.29	6.25	6.25 - 6.25	NA	NA NA
(241.357-010) ■ COLLECTION CLERK		4	9.34	7.25	6.43 - 14.31	NA	NA NA

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(309.677-010)	COMPANION	8	6.13	6.00	5.00 - 6.00	5.00	5.00 - 5.00
(213.362-010)	■ COMPUTER OPERATOR	92	6.91	6.50	5.77 - 8.00	5.74	3.85 - 8.07
(020.187-010)	■ COMPUTER PROGRAMMER	33	12.77	12.02	9.37 - 15.26	9.51	6.00 - 14.38
(012.167-066)	COMPUTER SYSTEMS ANALYST	27	13.71	13.14	11.96 - 14.97	11.90	5.00 - 21.64
(020.187-013)	COMPUTER SYSTEMS PROGRAMMER	6	11.79	8.12	6.00 - 21.39	NA	NA NA
(291.457-020)	CONCESSIONS VENDOR	16	4.11	3.80	3.80 - 4.23	NA	NA NA
(869.664-014)	CONSTRUCTION WORKER (GENERAL LABORER)	12	14.66	15.50	11.50 - 17.65	NA	NA NA
(186.117-014)	CONTROLLER	21	17.28	15.62	14.16 - 22.02	12.17	5.00 - 20.39
(317.687-010)	COOK HELPER	31	4.65	4.35	4.20 - 4.98	4.38	4.05 - 5.00
(313.131-018)	COOK, HEAD, SCHOOL CAFETERIA	4	7.92	6.83	6.46 - 10.45	6.40	6.00 - 7.21
(526.381-026)	COOK, KETTLE	6	4.13	4.00	4.00 - 4.18	NA	NA NA
(315.361-010)	■ COOK, MESS	61	5.74	5.42	5.00 - 6.45	4.99	3.85 - 8.50
(131.067-014)	COPY WRITER	6	8.27	8.03	6.13 - 9.87	NA	NA NA
(160.167-018)	COST ACCOUNTANT	26	15.30	13.92	13.08 - 17.48	10.27	8.50 - 12.00
(045.107-010)	COUNSELOR, GUIDANCE	3	12.25	9.56	8.65 - 18.55	NA	NA NA
(311.137-010)	COUNTER SUPERVISOR	22	5.06	4.75	4.50 - 5.31	NA	NA NA
(191.267-014)	■ CREDIT ANALYST	4	10.11	9.00	8.16 - 13.15	NA	NA NA
(205.367-022)	■ CREDIT CLERK	19	7.60	7.88	5.91 - 8.70	5.20	4.61 - 6.25
(239.367-010)	CUSTOMER-SERVICE REPRESENTATIVE	3	13.65	13.94	12.87 - 14.15	NA	NA NA
(239.227-010)	CUSTOMER-SERVICE-REP INSTRUCTOR	7	11.90	12.43	8.00 - 14.38	8.95	5.48 - 14.38
(203.582-026)	DATA - CODER OPERATOR	8	6.86	6.12	5.91 - 8.81	4.50	4.00 - 5.00
(299.477-010)	DELIVERER, MERCHANDISE	30	5.15	5.00	4.68 - 5.50	4.54	3.50 - 5.00
(079.371-010)	DENTAL ASSISTANT	61	7.37	7.50	6.45 - 8.48	5.93	3.85 - 8.46

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(078.361-010) ■DENTAL HYGIENIST		32	15.42	14.29	12.86 - 15.00	13.55	7.00 - 28.87
(712.381-018) ■DENTAL-LABORATORY TECHNICIAN		7	8.01	8.25	7.00 - 8.75	6.68	5.00 - 9.55
(072.101-010) DENTIST		10	43.11	41.24	21.63 - 64.40	NA	NA NA
(142.081-010) ■DESIGNER, FLORAL		10	4.89	4.87	4.50 - 5.06	NA	NA NA
(141.061-018) DESIGNER, GRAPHIC		15	9.59	9.23	7.00 - 10.00	5.88	4.50 - 8.00
(142.061-026) DESIGNER, INDUSTRIAL		8	12.57	13.17	5.91 - 16.46	9.39	5.00 - 14.42
(142.051-014) DESIGNER, INTERIOR		14	6.75	5.25	5.25 - 6.62	NA	NA NA
(311.677-018) DINING ROOM ATTENDANT		34	3.89	3.80	3.80 - 4.00	NA	NA NA
(187.117-014) ■DIRECTOR, COMMUNITY ORGANIZATION		19	10.62	10.00	7.76 - 13.00	9.99	4.23 - 16.83
(099.117-010) DIRECTOR, EDUCATIONAL PROGRAM		6	8.44	7.75	7.75 - 9.81	NA	NA NA
(092.137-010) DIRECTOR, PRESCHOOL		4	9.23	8.37	6.86 - 12.45	NA	NA NA
(184.117-010) DIRECTOR, PUBLIC SERVICE		30	10.76	5.48	4.90 - 15.03	16.78	4.38 - 34.75
(001.261-010) DRAFTER, ARCHITECTURAL		18	10.27	9.87	8.10 - 11.52	7.17	5.00 - 13.00
(005.281-010) DRAFTER, CIVIL		11	10.45	10.00	9.25 - 12.00	8.09	6.00 - 10.00
(003.281-014) DRAFTER, ELECTRONICS		8	8.76	8.90	7.58 - 9.90	6.00	4.50 - 7.50
(007.281-010) DRAFTER, MECHANICAL		5	11.34	9.75	6.87 - 16.60	10.88	5.50 - 23.00
(828.251-010) ■ELECTRONIC SALES & SERVICE TECHNICIAN		8	5.96	5.74	4.85 - 7.07	NA	NA NA
(194.262-010) ENGINEER, AUDIO		6	8.29	7.94	4.41 - 12.39	NA	NA NA
(005.061-014) ENGINEER, CIVIL		25	16.45	15.00	12.90 - 19.55	13.28	8.65 - 18.46
(003.061-010) ENGINEER, ELECTRICAL AND ELECTRONIC		15	18.53	19.39	16.83 - 20.20	14.44	10.00 - 19.23
(012.167-030) ENGINEER, INDUSTRIAL		4	19.59	18.61	14.25 - 25.90	NA	NA NA
(007.061-014) ENGINEER, MECHANICAL		7	17.36	17.79	13.68 - 20.00	NA	NA NA
(007.167-014) ENGINEER, PLANT		5	17.16	13.50	11.44 - 24.71	NA	NA NA

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(005.061-034)	ENGINEER, STRUCTURAL	5	20.65	19.00	17.60 - 24.52	13.30	11.54 - 16.83
(194.282-010)	ENGINEER, VIDEO	6	7.04	6.51	5.77 - 8.75	NA	NA NA
(189.117-034)	■ EXECUTIVE OFFICER	111	19.99	19.42	12.98 - 26.00	15.95	2.77 - 25.00
(809.381-010)	FABRICATOR-ASSEMBLER, METAL PRODUCTS	15	11.77	10.50	8.00 - 16.18	7.03	6.00 - 8.09
(090.227-010)	■ FACULTY MEMBER, COLLEGE OR UNIVERSITY	20	11.75	8.85	7.69 - 10.42	NA	NA NA
(624.281-010)	FARM EQUIPMENT MECHANIC	9	8.19	8.50	6.75 - 8.90	NA	NA NA
(410.664-010)	FARMWORKER, LIVESTOCK	4	6.19	6.20	6.03 - 6.31	5.22	3.75 - 6.15
(185.137-011)	FAST FOOD ASSISTANT MANAGER	33	5.49	5.25	4.60 - 6.20	4.70	3.90 - 5.37
(311.472-010)	FAST-FOODS WORKER	316	4.14	4.00	3.80 - 4.25	3.87	3.35 - 4.50
(189.267-010)	FIELD REPRESENTATIVE	5	10.65	10.62	9.23 - 12.07	NA	NA NA
(206.362-010)	FILE CLERK	27	5.16	5.00	4.50 - 5.90	4.65	3.80 - 5.50
(343.467-014)	FLOOR ATTENDANT	14	4.53	4.30	4.25 - 4.50	NA	NA NA
(293.157-010)	FUND RAISER	9	8.27	8.49	6.70 - 10.42	5.33	1.73 - 7.93
(780.381-018)	■ FURNITURE UPHOLSTERER	4	5.64	5.75	4.05 - 7.11	NA	NA NA
(600.280-022)	GENERAL MACHINIST	38	9.83	10.00	8.50 - 11.00	7.25	6.00 - 9.00
(070.101-022)	■ GENERAL PRACTITIONER	4	43.55	47.97	16.33 - 66.34	NA	NA NA
(024.061-018)	GEOLOGIST	6	22.54	19.00	12.90 - 30.77	8.44	5.77 - 10.00
(024.061-022)	GEOLOGIST, PETROLEUM	9	18.87	21.15	13.08 - 23.08	NA	NA NA
(406.137-010)	GREENSKEEPER, HEAD	14	5.67	4.75	4.50 - 5.92	4.93	4.25 - 5.54
(313.381-000)	■ GROCERY-STORE BAKER	13	7.03	7.70	4.64 - 8.87	NA	NA NA
(406.684-014)	■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	64	5.28	5.00	4.31 - 5.50	4.64	3.80 - 7.00
(332.271-018)	■ HAIR STYLIST	92	5.18	5.25	4.35 - 5.25	4.70	4.00 - 6.00
(405.687-014)	HORTICULTURAL LABORER	16	5.91	5.75	5.00 - 6.87	NA	NA NA

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(205.362-018)	HOSPITAL ADMISSIONS CLERK	4	6.69	6.50	5.83 - 7.73	NA	NA NA
(310.137-010)	HOST/HOSTESS, RESTAURANT	19	4.16	4.25	3.80 - 4.25	NA	NA NA
(238.362-010) ■ HOTEL (MOTEL) CLERK		56	4.66	4.44	4.00 - 5.23	4.00	3.35 - 4.75
(323.687-018)	HOUSECLEANER	19	4.56	4.50	4.25 - 4.50	3.71	3.25 - 4.00
(153.227-014)	INSTRUCTOR, PHYSICAL	46	5.22	4.25	3.80 - 5.50	NA	NA NA
(153.227-018) ■ INSTRUCTOR, SPORTS		62	9.97	9.00	9.00 - 10.25	4.91	2.88 - 8.00
(097.227-014)	INSTRUCTOR, VOCATIONAL TRAINING	8	6.44	3.97	3.84 - 7.97	NA	NA NA
(214.362-022)	INSURANCE CLERK	6	7.24	7.25	6.63 - 7.82	NA	NA NA
(160.167-034)	INTERNAL AUDITOR	9	12.06	12.43	10.95 - 13.81	9.06	5.60 - 12.00
(222.387-026) ■ INVENTORY CLERK		62	5.62	4.76	4.00 - 7.28	5.51	4.50 - 8.45
(020.167-014)	INVESTMENT ANALYST	4	19.11	19.02	14.92 - 23.37	NA	NA NA
(382.664-010) ●■ JANITOR		329	4.79	4.25	4.00 - 5.00	4.81	3.50 - 8.71
(381.137-010) ● JANITORIAL SERVICES SUPERVISOR		15	6.69	6.25	5.25 - 8.00	NA	NA NA
(343.467-022)	KENO WRITER	9	4.00	4.00	4.00 - 4.00	NA	NA NA
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	23	7.09	6.80	5.50 - 8.28	5.61	5.00 - 6.43
(318.687-010) ■ KITCHEN HELPER		285	4.34	4.05	4.00 - 4.50	4.00	3.10 - 6.00
(029.261-010)	LABORATORY TESTER	6	9.80	11.40	6.15 - 12.20	NA	NA NA
(500.000-000) ■ LABORER, GENERAL		182	5.47	5.00	5.00 - 6.00	4.69	3.80 - 8.09
(408.687-014)	LABORER, LANDSCAPE	14	5.64	4.50	4.50 - 7.00	NA	NA NA
(018.167-018)	LAND SURVEYOR	10	12.42	11.95	10.50 - 14.65	9.88	8.65 - 12.00
(408.161-010)	LANDSCAPE GARDENER	13	6.35	6.50	5.00 - 7.50	NA	NA NA
(361.684-014)	LAUNDRY WORKER	66	5.06	4.75	4.23 - 5.50	4.15	3.80 - 5.00
(110.107-010) ■ LAWYER		61	19.47	15.39	13.90 - 19.49	18.34	8.65 - 65.00

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(201.362-010)	LEGAL SECRETARY	82	8.72	8.77	6.89 - 10.05	5.76	3.95 - 8.00
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	25	8.26	7.75	7.30 - 8.96	6.77	5.77 - 7.75
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	101	8.43	8.10	7.70 - 9.07	7.34	6.50 - 8.20
(821.261-014)	LINE MAINTAINER	9	17.61	17.59	17.32 - 17.94	NA	NA NA
(821.361-026)	LINE REPAIRER	20	17.29	17.49	15.98 - 18.09	NA	NA NA
(821.131-014)	LINE SUPERVISOR	4	18.04	17.65	17.55 - 18.91	NA	NA NA
(186.267-018)	■ LOAN OFFICER	46	12.28	10.92	8.81 - 14.09	8.86	4.00 - 14.42
(209.587-026)	MAIL CLERK	16	7.25	6.08	5.27 - 10.30	5.59	4.42 - 9.00
(829.281-014)	■ MAINTENANCE ELECTRICIAN	9	15.94	14.54	13.62 - 17.58	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	69	7.11	6.75	5.60 - 8.26	5.43	2.88 - 10.47
(189.167-018)	MANAGEMENT TRAINEE	25	5.22	4.45	4.17 - 5.82	5.25	4.00 - 7.65
(185.167-058)	■ MANAGER, AUTO SERVICE DEPARTMENT	11	11.95	11.54	9.81 - 13.50	NA	NA NA
(185.167-014)	■ MANAGER, AUTOMOBILE SERVICE STATION	7	10.47	11.08	8.65 - 12.23	7.96	6.00 - 9.23
(168.167-054)	MANAGER, CREDIT AND COLLECTION	14	10.93	9.80	8.30 - 14.77	7.91	4.62 - 12.09
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	5	16.38	16.50	11.22 - 21.48	NA	NA NA
(166.167-030)	■ MANAGER, EMPLOYMENT	102	11.46	10.99	7.65 - 14.53	9.00	4.00 - 15.00
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	13	9.03	9.23	6.97 - 10.88	7.64	5.54 - 11.54
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	48	13.71	12.31	10.38 - 16.11	9.84	5.77 - 12.09
(187.167-106)	MANAGER, FOOD SERVICE	7	7.00	5.55	4.75 - 9.49	NA	NA NA
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	35	13.94	13.08	9.23 - 17.21	9.78	8.00 - 11.54
(186.167-034)	MANAGER, INSURANCE OFFICE	4	22.92	23.85	17.02 - 27.89	NA	NA NA
(187.167-126)	■ MANAGER, LIQUOR ESTABLISHMENT	9	7.88	7.50	6.01 - 10.16	6.10	4.20 - 9.00
(320.137-014)	■ MANAGER, LODGING FACILITIES	29	7.60	6.63	4.26 - 10.36	5.32	2.56 - 10.35

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(185.167-034) ■ MANAGER, MERCHANDISE		24	10.99	10.58	7.57 - 12.33	6.75	3.73 - 11.54
(169.167-034) ■ MANAGER, OFFICE		276	11.21	9.60	7.51 - 12.70	7.85	3.69 - 23.08
(185.167-038) ■ MANAGER, PARTS		5	8.95	8.31	7.11 - 11.10	NA	NA NA
(183.117-014) MANAGER, PLANT		13	14.64	13.25	11.71 - 16.48	NA	NA NA
(185.167-046) ■ MANAGER, RETAIL STORE		249	9.72	9.00	6.50 - 11.85	7.14	2.37 - 14.42
(163.167-018) ■ MANAGER, SALES		51	13.49	13.27	9.23 - 18.17	7.31	3.66 - 15.00
(184.167-094) MANAGER, TRAFFIC		10	11.39	12.00	8.21 - 14.58	NA	NA NA
(050.067-014) MARKET RESEARCH ANALYST		17	6.04	4.50	4.50 - 6.52	10.40	6.50 - 17.78
(929.687-030) ● MATERIAL HANDLER		53	8.22	7.00	6.00 - 10.32	5.50	4.50 - 6.00
(222.684-010) MEAT CLERK		4	5.91	5.30	3.80 - 8.62	NA	NA NA
(316.684-018) MEAT CUTTER		31	9.62	10.94	8.00 - 11.09	5.06	4.10 - 6.65
(920.587-017) MEAT PACKAGER		21	7.36	8.76	5.32 - 8.89	NA	NA NA
(620.684-014) ■ MECHANIC, AUTOMOBILE		46	6.70	6.00	5.00 - 7.62	5.43	3.80 - 9.00
(620.261-010) ● MECHANIC, AUTOMOBILE		333	9.45	9.10	6.50 - 12.50	6.66	5.00 - 11.50
(625.281-010) ■ MECHANIC, DIESEL		203	12.41	12.85	11.20 - 13.75	7.79	5.75 - 12.57
(828.281-010) ● MECHANIC, ELECTRONICS		62	15.96	16.59	15.91 - 17.08	7.67	5.71 - 11.25
(638.281-014) ■ MECHANIC, MAINTENANCE		69	11.08	10.50	8.00 - 14.51	7.85	4.50 - 12.69
(625.281-034) ■ MECHANIC, SMALL-ENGINE		13	4.58	4.00	4.00 - 5.12	NA	NA NA
(079.367-010) MEDICAL ASSISTANT		15	8.13	8.25	6.25 - 9.50	6.50	4.00 - 10.00
(245.362-010) MEDICAL RECORD CLERK		14	6.92	6.10	5.73 - 7.95	6.17	4.40 - 8.61
(201.362-014) MEDICAL SECRETARY		51	7.22	7.00	6.39 - 8.22	5.66	3.60 - 7.48
(078.361-014) MEDICAL TECHNOLOGIST		6	10.99	11.06	10.24 - 11.62	NA	NA NA
(201.362-018) ■ MEMBERSHIP SECRETARY		8	5.12	4.62	3.17 - 6.61	NA	NA NA

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REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(293.357-022) ● MEMBERSHIP SOLICITOR		6	6.11	5.05	4.68 - 6.92	NA	NA NA
(239.567-010) MESSENGER		42	5.39	5.45	4.31 - 6.25	4.52	3.80 - 7.10
(209.567-010) METER READER		13	7.81	8.62	6.90 - 8.62	NA	NA NA
(249.382-010) ■ MORTGAGE CLERK		26	6.57	6.41	5.54 - 7.16	5.43	4.93 - 6.31
(249.167-014) ■ MOTOR VEHICLE DISPATCHER		29	13.60	12.56	10.45 - 18.69	9.17	7.85 - 11.00
(205.362-026) NEW-ACCOUNTS CLERK		12	7.23	6.52	5.84 - 8.50	NA	NA NA
(131.267-010) NEWSCASTER		8	11.17	11.10	8.11 - 11.75	NA	NA NA
(355.674-014) NURSE AIDE/ORDERLY		430	5.34	5.10	4.75 - 5.95	4.89	3.35 - 7.10
(075.121-010) NURSE, INSTRUCTOR		9	13.65	12.58	8.60 - 19.65	10.43	7.50 - 13.23
(075.374-018) ■ NURSE, PRIVATE DUTY		8	8.05	8.50	5.12 - 10.60	NA	NA NA
(075.127-022) NURSE, SUPERVISOR		21	15.55	14.60	13.17 - 18.49	11.97	9.00 - 14.73
(633.281-018) ● OFFICE MACHINE SERVICER		36	8.12	7.50	6.92 - 8.65	5.11	4.55 - 5.77
(170.170-000) ONE-PERSON OFFICE WORKER		53	6.57	6.38	5.04 - 8.04	5.61	3.80 - 9.23
(859.683-010) ■ OPERATING ENGINEER		21	12.97	13.43	12.80 - 13.43	NA	NA NA
(186.167-050) OPERATIONS OFFICER		7	17.64	17.70	16.83 - 19.18	NA	NA NA
(716.280-008) OPTICIAN, PRECISION LENS TECHNICIAN		12	7.96	7.50	6.62 - 9.35	5.38	4.63 - 6.00
(249.367-054) ORDER CLERK		43	8.16	7.90	6.25 - 9.25	5.29	4.00 - 7.00
(920.587-018) ■ PACKAGER, HAND		11	6.41	8.00	3.80 - 8.00	4.53	3.35 - 6.00
(741.684-026) PAINTER, SPRAY		25	5.23	4.50	4.00 - 5.00	NA	NA NA
(119.267-026) PARALEGAL ASSISTANT		26	11.35	10.81	9.07 - 14.43	8.69	4.86 - 14.36
(915.473-010) PARKING LOT ATTENDANT		6	4.54	4.00	4.00 - 5.43	NA	NA NA
(215.482-010) PAYROLL CLERK		47	7.54	7.00	6.06 - 8.80	5.56	3.80 - 8.65
(074.161-010) PHARMACIST		14	17.17	18.13	14.37 - 20.22	14.82	10.00 - 16.82

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(074.387-010)	PHARMACY HELPER	3	5.13	5.00	4.50 - 5.90	NA	NA NA
(143.062-034)	PHOTOJOURNALIST	6	7.74	7.51	6.35 - 9.48	NA	NA NA
(076.121-014)	PHYSICAL THERAPIST	6	22.06	22.59	14.98 - 29.00	NA	NA NA
(355.354-010)	PHYSICAL THERAPY AIDE	8	6.18	6.12	5.04 - 6.95	5.26	4.50 - 6.00
(189.117-026)	PRESIDENT	8	13.85	11.82	5.34 - 20.76	NA	NA NA
(976.682-014)	PRINTER OPERATOR, BLACK-AND-WHITE	12	6.98	7.25	7.03 - 7.25	NA	NA NA
(221.382-018)	PRODUCTION CLERK	13	7.55	5.75	4.50 - 9.97	5.87	4.00 - 8.00
(609.685-018)	■ PRODUCTION MACHINE OPERATOR	18	10.17	10.50	9.50 - 11.62	NA	NA NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	8	10.45	9.07	6.90 - 14.50	9.12	5.25 - 18.00
(217.382-010)	PROOF-MACHINE OPERATOR	7	6.58	6.50	5.41 - 7.78	4.87	4.61 - 5.25
(045.107-022)	PSYCHOLOGIST, CLINICAL	5	16.47	11.90	11.73 - 23.50	NA	NA NA
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	9	10.54	10.52	8.91 - 12.67	8.78	4.62 - 12.00
(914.682-010)	■ PUMPER	8	10.45	10.67	8.25 - 12.40	NA	NA NA
(162.157-038)	PURCHASING AGENT	82	9.77	9.52	7.77 - 11.17	7.51	3.85 - 12.35
(976.267-010)	QUALITY-CONTROL TECHNICIAN	7	9.18	8.65	8.33 - 10.10	NA	NA NA
(237.367-038)	RECEPTIONIST	169	6.23	6.00	5.00 - 7.14	5.16	3.75 - 8.46
(195.227-014)	RECREATION LEADER	5	5.48	5.00	4.55 - 6.65	NA	NA NA
(075.374-014)	REGISTERED NURSE, CLINIC	156	15.32	15.56	13.54 - 17.55	10.48	7.50 - 16.00
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	92	12.63	11.84	10.75 - 12.99	10.18	9.25 - 11.90
(131.267-018)	REPORTER	7	7.34	7.66	5.77 - 8.44	NA	NA NA
(976.361-010)	REPRODUCTION TECHNICIAN	6	5.08	5.00	3.95 - 6.05	NA	NA NA
(313.131-014)	■ RESTAURANT CHEF	152	5.53	5.25	4.75 - 5.76	4.94	3.80 - 8.75
(292.353-010)	■ ROUTE DRIVER	267	7.00	4.50	3.90 - 8.60	5.02	3.50 - 8.00

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(251.257-010) ■SALES AGENT, FINANCIAL SERVICES		6	5.83	5.73	5.69 - 5.91	5.69	5.69 - 5.69
(250.257-010) ■SALES AGENT, INSURANCE		16	13.16	12.89	7.41 - 17.19	10.52	5.77 - 15.90
(290.477-014) ■SALES CLERK		24	4.91	5.00	5.00 - 5.00	3.96	3.85 - 4.00
(290.477-018) SALES CLERK, FOOD		54	5.29	4.35	4.00 - 6.76	4.23	3.80 - 5.32
(254.357-014) ■SALES REPRESENTATIVE, ADVERTISING		12	9.55	9.81	4.33 - 14.42	NA	NA NA
(279.357-014) ■SALES REPRESENTATIVE, GENERAL MDSE		410	10.97	10.93	6.35 - 13.46	8.57	2.50 - 24.04
(279.357-054) ■SALESPERSON, GENERAL MERCHANDISE		655	6.59	5.50	4.25 - 7.50	4.64	1.15 - 9.00
(279.357-062) SALESPERSON, PARTS		26	7.28	6.50	5.37 - 8.94	7.67	3.85 - 14.50
(201.362-030) SECRETARY		346	7.17	6.80	5.77 - 8.08	5.47	3.46 - 10.28
(372.667-034)● SECURITY GUARD		132	5.21	5.00	5.00 - 5.50	5.34	3.85 - 7.43
(369.677-010) SELF-SERVE LAUNDRY/DRY CLEAN. ATTENDANT		12	3.89	3.80	3.80 - 4.25	NA	NA NA
(959.574-010) SERVICE REPRESENTATIVE		8	15.84	11.00	11.00 - 25.45	NA	NA NA
(915.467-010) SERVICE STATION ATTENDANT		47	5.41	5.13	4.00 - 6.00	4.03	3.50 - 5.50
(787.682-046) ■SEWING MACHINE OPERATOR		11	6.44	7.00	4.85 - 7.50	NA	NA NA
(804.281-010) SHEET METAL WORKER		20	8.53	9.25	5.00 - 10.87	NA	NA NA
(222.387-050) SHIPPING AND RECEIVING CLERK		122	6.82	6.50	5.00 - 8.21	5.13	3.65 - 8.90
(313.361-022) ■SHORT-ORDER COOK		191	5.08	5.00	4.50 - 5.50	4.35	3.75 - 5.95
(869.381-026) SIGN ERECTOR		14	10.21	10.47	5.00 - 16.18	NA	NA NA
(732.364-014) SKI BINDING FITTER & REPAIRER		4	6.43	6.00	4.75 - 8.54	NA	NA NA
(195.107-030) SOCIAL WORKER, MEDICAL; CLINICAL		80	9.89	9.19	7.67 - 11.69	8.00	5.19 - 12.13
(319.474-010) SODA DISPENSER		14	3.82	3.80	3.80 - 3.85	3.70	3.50 - 3.80
(216.382-062) STATISTICAL CLERK		9	7.46	5.50	4.75 - 12.10	4.94	4.50 - 5.26
(202.362-014) STENOGRAPHER		21	9.32	9.01	7.49 - 11.61	5.76	4.62 - 8.00

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(222.387-058) ■ STOCK CLERK		90	6.11	5.38	4.50 - 7.05	4.68	3.35 - 6.00
(922.687-058) STORES LABORER		129	8.23	8.44	6.50 - 9.36	5.72	4.00 - 9.50
(183.167-018) SUPERVISOR, DEPARTMENT OR DIVISION		10	15.04	15.38	14.78 - 15.69	NA	NA NA
(899.133-010) SUPERVISOR, LA8DR GANG		11	23.46	20.77	13.06 - 37.33	NA	NA NA
(638.131-026) SUPERVISOR, MECHANICAL MAINTANENCE		4	12.06	12.12	9.78 - 14.28	NA	NA NA
(070.101-094) ■ SURGEON		14	41.49	41.67	39.90 - 57.69	NA	NA NA
(205.367-054) ■ SURVEY WORKER		83	6.30	6.22	5.70 - 6.22	NA	NA NA
(018.167-034) SURVEYOR ASSISTANT, INSTRUMENTS		7	10.55	10.45	8.50 - 12.54	8.13	7.00 - 11.00
(869.567-010) SURVEYOR HELPER		4	7.63	7.50	6.62 - 8.75	6.17	5.00 - 7.50
(092.227-018) TEACHER, PRESCHOOL		27	6.30	6.60	6.00 - 7.27	5.20	3.80 - 6.70
(003.161-014) TECHNICIAN, ELECTRONIC		12	13.18	13.40	11.06 - 15.72	9.34	5.77 - 13.24
(007.161-018) TECHNICIAN, MECHANICAL ODESIGN		6	10.88	10.37	7.00 - 14.56	6.67	5.50 - 7.50
(079.374-022) TECHNICIAN, OPERATING-ROOM		9	9.94	10.00	8.92 - 11.05	NA	NA NA
(012.261-014) TECHNICIAN, QUALITY-CONTROL		6	10.89	9.00	8.27 - 12.81	NA	NA NA
(078.362-026) TECHNICIAN, X-RAY		23	12.71	12.00	8.60 - 16.00	9.62	5.60 - 13.00
(235.662-022) TELEPHONE OPERATOR		124	9.02	11.23	5.76 - 11.23	5.01	3.80 - 7.10
(299.357-014) TELEPHONE SOLICITOR		11	5.15	3.80	3.80 - 5.00	7.74	3.80 - 15.63
(211.362-018) TELLER		186	5.70	5.54	5.00 - 6.07	4.74	4.00 - 5.37
(203.582-054) TERMINAL OPERATOR		14	6.98	6.92	6.45 - 7.64	6.02	5.25 - 6.50
(750.685-014) TIRE RECAPPER		10	7.38	6.74	5.83 - 7.91	NA	NA NA
(915.684-010) ■ TIRE REPAIRER		22	6.11	6.00	5.03 - 7.00	4.20	3.80 - 5.00
(295.357-014) TOOL-AND-EQUIPMENT-RENTAL CLERK		25	4.95	4.25	4.00 - 4.87	4.16	3.80 - 5.00
(910.682-010) TRACK REPAIRER		21	7.29	7.25	6.87 - 7.50	NA	NA NA

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(252.157-010)	■ TRAVEL AGENT	8	6.43	6.64	5.22 - 7.45	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	76	10.10	10.00	8.00 - 11.54	7.90	4.50 - 16.08
(906.683-022)	■ TRUCK DRIVER, LIGHT	55	9.61	9.75	6.92 - 11.72	6.54	3.80 - 13.50
(903.683-018)	TRUCK DRIVER, TANK	16	5.94	5.15	3.80 - 8.56	NA	NA NA
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	116	11.02	11.54	8.06 - 14.74	6.34	3.09 - 10.00
(169.167-065)	UNDERWRITER, MULTIPLE-LINE	5	10.60	10.39	6.88 - 14.42	NA	NA NA
(219.367-038)	UNDERWRITING CLERK	8	6.73	6.12	5.80 - 7.08	5.53	5.11 - 5.77
(723.381-014)	VACUUM CLEANER REPAIRER	5	7.33	8.48	5.32 - 8.75	NA	NA NA
(311.477-030)	■ WAITER/WAITRESS	520	3.98	3.80	3.80 - 4.00	3.87	3.10 - 5.00
(929.137-018)	WAREHOUSE SUPERVISOR (MOTOR TRANS.)	7	11.31	11.25	8.85 - 12.40	8.58	6.73 - 12.00
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(363.685-010)	WEARING-APPAREL PRESSER	10	4.18	4.17	4.00 - 4.35	NA	NA NA
(819.384-010)	WELDER, COMBINATION	55	9.47	8.25	7.00 - 11.35	7.25	4.00 - 12.58
(301.687-018)	YARD WORKER	13	5.58	5.50	4.75 - 6.50	4.28	3.85 - 4.50

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Region 9 Wage Information



REGION 9: Daniels, Garfield, McCone, Phillips,
Richland, Roosevelt, Sheridan, and Valley Counties

REGION 9 INFORMATIONAL WAGE RATES BY OCCUPATION
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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE	ENTRY LEVEL RANGE
(160.167-010) ■ ACCOUNTANT		82	12.00	10.56	8.65 - 14.54	8.02	3.80 - 13.24	
(216.482-010) ACCOUNTING CLERK		49	8.01	7.75	6.51 - 9.08	6.04	4.00 - 8.00	
(187.137-010) ■ ACTIVITY COORDINATOR		8	6.11	5.84	5.11 - 6.83	5.39	4.25 - 7.90	
(169.167-010) ADMINISTRATIVE ASSISTANT		5	15.35	15.14	9.91 - 20.89	7.71	5.15 - 9.34	
(169.167-014) ADMINISTRATIVE SECRETARY		8	8.47	8.51	8.19 - 9.03	7.23	6.31 - 7.88	
(187.117-010) ADMINISTRATOR, HOSPITAL		6	19.51	18.27	15.50 - 22.65	15.43	14.42 - 16.00	
(196.263-014) ■ AIRPLANE PILOT, COMMERCIAL		8	14.61	14.80	11.68 - 17.50	NA	NA	NA
(185.167-047) ■ ASSISTANT RETAIL MANAGER		52	9.59	10.62	6.01 - 11.82	5.67	3.80 - 7.87	
(807.381-010) AUTO BODY REPAIRER		8	9.53	9.25	7.54 - 12.72	NA	NA	NA
(920.687-014) BAGGER, GROCERY PACKER		20	4.19	3.87	3.85 - 4.00	3.82	3.80 - 3.85	
(313.381-010) BAKER		21	5.67	4.75	4.75 - 5.12	5.65	3.80 - 10.00	
(312.474-010) ■ BARTENDER		116	5.38	5.50	5.00 - 5.94	4.53	3.80 - 5.19	
(214.382-014) BILLING CLERK		16	8.95	7.56	7.00 - 12.05	5.66	4.50 - 7.33	
(210.382-014) ■ BOOKKEEPER, FULL-CHARGE; GENERAL		133	7.46	6.50	5.54 - 8.07	5.42	4.00 - 10.00	
(913.463-010) ■ BUS DRIVER		197	5.71	5.50	5.50 - 5.75	NA	NA	NA
(864.381-010) ■ CARPET LAYER		3	6.33	6.00	5.00 - 8.00	NA	NA	NA
(211.462-014) ■ CASHIER-CHECKER		336	7.00	6.75	4.50 - 9.51	4.07	3.75 - 5.00	
(211.362-010) CASHIER, GENERAL		133	4.64	4.50	4.00 - 5.00	4.01	2.96 - 5.00	
(211.462-010) CASHIER, OFFICE		6	5.43	5.50	5.10 - 5.95	NA	NA	NA
(359.677-018) ■ CHILD CARE WORKER		17	4.05	4.00	3.80 - 4.12	3.87	3.80 - 4.00	
(241.217-010) ■ CLAIM ADJUSTER		18	18.00	16.37	14.97 - 20.16	NA	NA	NA
(205.367-018) CLAIMS CLERK, LOSS-CLAIMS		4	21.51	21.02	14.69 - 28.81	NA	NA	NA
(381.687-014) ■ CLEANER, COMMERCIAL OR INSTITUTIONAL		132	5.09	5.00	4.00 - 5.48	5.08	2.80 - 20.00	

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(203.362-010)	CLERK-TYPIST	49	6.44	6.67	5.26 - 7.06	5.13	3.46 - 8.38
(209.562-010)	CLERK, GENERAL	162	6.23	5.88	5.00 - 6.90	4.72	2.88 - 6.92
(213.362-010)	■ COMPUTER OPERATOR	40	7.21	7.72	5.50 - 8.34	5.70	3.75 - 8.07
(020.187-010)	■ COMPUTER PROGRAMMER	10	8.37	8.58	6.31 - 10.53	6.78	4.25 - 8.00
(012.167-066)	COMPUTER SYSTEMS ANALYST	18	13.57	13.14	12.31 - 13.33	10.83	7.00 - 17.00
(186.117-014)	CONTROLLER	11	17.23	15.14	12.80 - 22.76	13.59	5.76 - 20.39
(315.361-010)	■ COOK, MESS	29	6.07	5.85	5.45 - 6.68	4.96	4.00 - 6.41
(160.167-018)	COST ACCOUNTANT	30	14.38	13.85	12.51 - 17.15	8.60	4.50 - 12.00
(205.367-022)	■ CREDIT CLERK	9	7.75	7.88	7.19 - 8.36	NA	NA NA
(299.477-010)	DELIVERER, MERCHANDISE	13	5.08	5.00	4.75 - 5.50	NA	NA NA
(079.371-010)	DENTAL ASSISTANT	8	6.42	6.75	5.72 - 7.37	4.29	4.00 - 4.86
(142.081-010)	■ DESIGNER, FLORAL	5	4.88	5.00	4.25 - 5.45	4.02	3.80 - 4.25
(142.061-026)	DESIGNER, INDUSTRIAL	6	12.94	12.96	10.32 - 15.74	NA	NA NA
(184.117-010)	DIRECTOR, PUBLIC SERVICE	11	19.11	15.14	11.54 - 27.88	19.88	8.65 - 34.75
(954.362-010)	DITCH RIDER	6	9.27	8.70	8.24 - 11.00	NA	NA NA
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	4	20.78	20.25	17.56 - 24.50	11.78	4.55 - 16.36
(007.167-014)	ENGINEER, PLANT	6	17.26	15.60	12.47 - 23.84	NA	NA NA
(189.117-034)	■ EXECUTIVE OFFICER	64	21.65	23.00	14.62 - 26.63	14.37	2.77 - 25.00
(090.227-010)	■ FACULTY MEMBER, COLLEGE OR UNIVERSITY	5	10.30	10.38	8.02 - 12.53	NA	NA NA
(624.281-010)	FARM EQUIPMENT MECHANIC	8	8.26	8.50	6.88 - 8.95	7.59	6.00 - 9.78
(185.137-011)	FAST FOOD ASSISTANT MANAGER	11	4.92	4.95	4.60 - 5.25	NA	NA NA
(311.472-010)	FAST-FOODS WORKER	137	3.97	3.80	3.80 - 4.00	3.76	3.35 - 4.50
(206.362-010)	FILE CLERK	17	5.04	5.00	3.92 - 6.00	4.22	3.50 - 5.00

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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(1600.280-022)	GENERAL MACHINIST	9	9.33	10.00	7.00 - 11.00	6.75	6.00 - 8.00
(024.061-018)	GEOLOGIST	4	17.16	16.62	11.22 - 23.62	NA	NA NA
(921.683-026)	GRAIN ELEVATOR OPERATOR	21	7.31	7.00	5.00 - 7.61	NA	NA NA
(406.137-010)	GREENSKEEPER, HEAD	4	7.36	7.31	5.00 - 9.76	NA	NA NA
(313.381-000)	■ GROCERY-STORE BAKER	14	5.97	5.14	4.00 - 8.06	NA	NA NA
(406.684-014) ● ■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL		7	6.07	5.75	4.00 - 8.45	5.09	4.00 - 6.82
(205.362-018)	HOSPITAL ADMISSIONS CLERK	9	5.17	5.45	4.27 - 5.90	4.83	3.80 - 5.70
(238.362-010)	■ HOTEL (MOTEL) CLERK	23	4.68	4.50	4.40 - 5.00	NA	NA NA
(323.687-018)	HOUSECLEANER	10	4.32	4.00	4.00 - 5.02	NA	NA NA
(160.167-034)	INTERNAL AUDITOR	7	12.47	12.75	8.90 - 15.13	9.45	5.60 - 12.00
(222.387-026)	INVENTORY CLERK	17	5.32	4.25	3.95 - 5.05	5.68	3.80 - 8.00
(382.664-010) ● ■ JANITOR		155	5.03	4.25	4.25 - 5.21	5.29	3.80 - 7.95
(381.137-010) ● JANITORIAL SERVICES SUPERVISOR		4	7.62	7.00	5.31 - 10.54	NA	NA NA
(318.687-010)	■ KITCHEN HELPER	108	4.32	4.25	4.00 - 4.62	3.93	3.00 - 4.53
(500.000-000)	■ LABORER, GENERAL	24	8.09	7.43	5.75 - 11.00	5.71	4.43 - 8.00
(408.687-014)	LABORER, LANDSCAPE	3	8.44	9.56	5.87 - 9.89	NA	NA NA
(1018.167-018)	LAND SURVEYOR	7	11.76	11.58	10.13 - 14.71	NA	NA NA
(361.684-014)	LAUNDRY WORKER	14	5.37	5.34	4.80 - 5.86	4.32	3.50 - 5.03
(201.362-010)	LEGAL SECRETARY	23	8.26	8.65	6.55 - 9.08	5.43	4.50 - 6.34
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	28	8.79	8.89	8.40 - 9.18	7.03	5.55 - 8.21
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	11	8.01	7.88	7.50 - 8.70	6.57	4.50 - 7.50
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	27	8.58	8.55	8.25 - 9.20	7.37	7.00 - 8.00
(186.267-018)	■ LOAN OFFICER	49	12.31	11.44	8.94 - 13.66	7.92	5.76 - 10.00

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(209.587-026)	MAIL CLERK	11	7.78	6.00	5.39 - 11.27	5.53	4.42 -	9.00
(829.281-014)	■ MAINTENANCE ELECTRICIAN	10	15.42	14.37	13.68 - 15.62	NA	NA	NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	20	8.38	7.72	6.67 - 9.84	7.00	3.80 -	10.47
(189.167-018)	MANAGEMENT TRAINEE	18	4.58	4.30	4.07 - 4.62	4.33	4.00 -	5.00
(163.167-010)	■ MANAGER, ADVERTISING	4	11.15	8.69	7.51 - 17.23	NA	NA	NA
(185.167-058)	■ MANAGER, AUTO SERVICE DEPARTMENT	5	12.96	13.50	9.40 - 16.25	NA	NA	NA
(168.167-054)	MANAGER, CREDIT AND COLLECTION	9	13.96	10.93	8.91 - 15.82	NA	NA	NA
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	4	17.02	17.86	10.56 - 22.61	NA	NA	NA
(166.167-030)	■ MANAGER, EMPLOYMENT	85	10.26	10.10	9.13 - 10.10	8.08	4.00 -	12.69
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	3	7.64	7.69	6.00 - 9.23	NA	NA	NA
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	43	14.84	14.29	11.11 - 16.11	11.82	7.50 -	16.82
(162.167-010)	MANAGER, GRAIN ELEVATOR	12	14.19	13.49	10.55 - 17.90	NA	NA	NA
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	20	13.18	13.08	10.97 - 15.48	7.70	3.69 -	9.23
(186.167-034)	MANAGER, INSURANCE OFFICE	3	25.50	25.21	22.49 - 28.79	NA	NA	NA
(186.117-046)	MANAGER, LEASING	3	10.30	11.34	8.00 - 11.56	NA	NA	NA
(320.137-014)	■ MANAGER, LODGING FACILITIES	8	6.85	6.49	4.33 - 10.02	7.57	3.85 -	9.62
(185.167-034)	■ MANAGER, MERCHANDISE	9	11.27	7.50	5.00 - 20.77	4.49	3.73 -	6.00
(169.167-034)	■ MANAGER, OFFICE	91	10.79	9.50	7.50 - 12.12	7.59	3.23 -	20.00
(185.167-038)	■ MANAGER, PARTS	4	8.17	7.84	5.73 - 10.93	NA	NA	NA
(183.117-014)	MANAGER, PLANT	5	19.21	20.83	11.94 - 25.65	NA	NA	NA
(185.167-046)	■ MANAGER, RETAIL STORE	130	9.88	9.23	7.00 - 12.20	7.12	1.91 -	14.42
(012.167-058)	MANAGER, SAFETY	4	14.61	16.23	9.25 - 18.33	NA	NA	NA
(163.167-018)	■ MANAGER, SALES	12	9.76	8.82	7.34 - 11.75	6.04	3.66 -	9.87

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(184.167-094)	MANAGER, TRAFFIC	8	10.40	11.04	8.03 - 12.73	7.29	5.00 - 8.65
(929.687-030)●	MATERIAL HANDLER	22	10.23	10.45	7.46 - 12.42	NA	NA NA
(316.684-018)	MEAT CUTTER	35	9.12	10.00	6.35 - 10.95	5.61	4.50 - 9.00
(920.587-017)	MEAT PACKAGER	19	7.57	8.86	5.86 - 8.89	NA	NA NA
(620.684-014) ■	MECHANIC HELPER, AUTOMOBILE	17	6.31	5.25	4.75 - 7.32	4.76	3.80 - 6.00
(620.261-010)●■	MECHANIC, AUTOMOBILE	177	9.63	9.52	6.56 - 13.25	6.20	3.80 - 9.23
(625.281-010) ■	MECHANIC, DIESEL	118	11.38	12.45	9.50 - 13.75	7.21	5.50 - 12.57
(828.281-010)●	MECHANIC, ELECTRONICS	30	14.49	15.91	15.91 - 15.91	7.56	5.71 - 11.25
(638.281-014) ■	MECHANIC, MAINTENANCE	24	10.57	10.57	8.13 - 13.96	6.63	4.00 - 11.00
(079.367-010)	MEDICAL ASSISTANT	7	8.33	7.27	6.00 - 10.50	7.26	4.75 - 11.54
(078.381-010)	MEDICAL LABORATORY ASSISTANT	4	7.46	7.72	5.72 - 8.92	6.73	5.25 - 8.30
(245.362-010)	MEDICAL RECORD CLERK	15	6.32	5.55	5.10 - 6.38	5.20	3.80 - 8.61
(201.362-014)	MEDICAL SECRETARY	14	7.25	7.15	6.03 - 8.00	5.44	4.73 - 6.48
(078.361-014)	MEDICAL TECHNOLOGIST	25	11.11	10.50	9.95 - 12.87	8.64	6.30 - 11.26
(239.567-010)	MESSENGER	13	5.57	5.45	4.50 - 6.37	5.18	4.00 - 7.10
(249.382-010) ■	MORTGAGE CLERK	26	6.49	6.23	5.54 - 6.94	5.10	4.93 - 5.40
(249.167-014) ■	MOTOR VEHICLE DISPATCHER	4	11.38	12.25	9.00 - 12.87	NA	NA NA
(205.362-026)	NEW-ACCOUNTS CLERK	14	7.28	6.11	5.62 - 8.67	5.05	5.00 - 5.14
(355.674-014)	NURSE AIDE/ORDERLY	303	5.48	5.34	5.00 - 6.00	4.94	4.00 - 7.10
(075.127-018)	NURSE, HEAD	13	15.75	18.33	13.40 - 18.33	NA	NA NA
(075.127-022)	NURSE, SUPERVISOR	21	16.15	17.24	12.61 - 19.76	12.63	8.15 - 15.43
(170.170-000)	ONE-PERSON OFFICE WORKER	14	6.36	5.87	4.25 - 7.12	5.01	3.61 - 6.50
(186.167-050)	OPERATIONS OFFICER	9	14.04	16.83	8.88 - 18.34	NA	NA NA

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(249.367-054)	ORDER CLERK	11	6.45	5.55	5.00 - 6.10	4.83	4.00 - 5.50
(215.482-010)	PAYROLL CLERK	17	8.36	7.75	7.47 - 9.25	6.19	4.50 - 8.65
(074.161-010)	PHARMACIST	20	17.07	17.68	14.75 - 19.95	12.78	6.92 - 16.82
(074.387-010)	PHARMACY HELPER	5	5.54	5.60	5.10 - 5.95	NA	NA NA
(355.354-010)	PHYSICAL THERAPY AIDE	5	5.63	5.89	4.82 - 6.31	4.50	4.05 - 4.75
(186.117-054)	PRESIDENT, FINANCIAL INSTITUTION	4	22.05	21.92	17.10 - 27.11	NA	NA NA
(221.382-018)	PRODUCTION CLERK	4	10.97	9.79	6.53 - 16.56	NA	NA NA
(699.130-010)	PRODUCTION SUPERVISOR	4	21.81	20.61	18.08 - 26.72	NA	NA NA
(217.382-010)	PROOF-MACHINE OPERATOR	7	6.69	6.92	5.25 - 7.33	4.55	4.00 - 5.77
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	4	12.37	12.67	10.12 - 14.30	NA	NA NA
(914.682-010) ■ PUMPER		13	10.73	10.50	7.98 - 13.52	8.38	5.98 - 10.50
(162.157-038)	PURCHASING AGENT	49	10.09	10.25	7.23 - 12.07	7.73	3.80 - 12.35
(237.367-038)	RECEPTIONIST	54	6.66	6.12	5.42 - 7.85	4.96	4.00 - 7.46
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	76	12.94	12.57	12.00 - 13.60	9.68	8.15 - 10.50
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	23	11.18	10.87	10.50 - 12.05	9.87	9.00 - 10.30
(313.131-014) ■ RESTAURANT CHEF		36	5.65	5.62	5.00 - 6.00	5.11	3.80 - 9.38
(869.684-046)	ROUSTABOUT	52	8.49	8.00	8.00 - 9.00	7.33	7.00 - 7.50
(292.353-010) ■ ROUTE DRIVER		146	7.42	3.90	3.85 - 9.62	4.51	3.85 - 5.33
(250.257-010) ■ SALES AGENT, INSURANCE		17	7.74	7.21	5.50 - 8.59	5.74	4.50 - 7.21
(290.477-014) ■ SALES CLERK		18	4.53	4.00	3.95 - 5.02	3.93	3.80 - 4.00
(290.477-018)	SALES CLERK, FOOD	37	4.98	4.35	4.12 - 5.82	4.17	3.80 - 5.32
(279.357-014) ■ SALES REPRESENTATIVE, GENERAL MDSE		200	11.44	11.54	6.63 - 13.63	8.77	4.50 - 19.66
(273.353-010)	SALESPERSON, AUTOMOBILE	3	9.24	8.49	6.25 - 12.98	NA	NA NA

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(279.357-054) ■ SALESPERSON, GENERAL MERCHANDISE		314	6.09	5.00	4.25 - 7.25	4.70	3.67 - 8.65
(279.357-062) SALESPERSON, PARTS		8	7.60	8.36	6.03 - 8.91	NA	NA NA
(201.362-030) SECRETARY		172	7.44	7.00	5.60 - 8.50	5.27	3.80 - 10.00
(372.667-034) ● SECURITY GUARD		60	5.40	5.10	5.00 - 5.29	NA	NA NA
(915.467-010) SERVICE STATION ATTENDANT		19	5.65	5.30	5.00 - 6.00	4.33	3.50 - 5.50
(222.387-050) SHIPPING AND RECEIVING CLERK		35	6.65	6.40	5.50 - 8.40	4.69	3.80 - 6.00
(313.361-022) ■ SHORT-ORDER COOK		53	5.18	5.00	4.37 - 5.62	4.20	3.80 - 5.00
(195.107-030) SOCIAL WORKER, MEDICAL; CLINICAL		32	11.05	11.63	8.79 - 12.64	8.34	4.05 - 12.13
(040.061-054) SOIL CONSERVATIONIST		9	6.31	6.50	5.25 - 7.00	5.69	4.00 - 6.57
(202.362-014) STENOGRAPHER		12	10.33	10.17	8.63 - 11.96	NA	NA NA
(222.387-058) ■ STOCK CLERK		55	6.16	5.00	4.00 - 7.35	4.99	3.85 - 8.65
(922.687-058) STORES LABORER		34	8.05	7.00	6.04 - 10.12	6.03	4.00 - 9.50
(183.167-018) SUPERVISOR, DEPARTMENT OR DIVISION		8	13.87	15.38	12.52 - 15.38	NA	NA NA
(205.367-054) ■ SURVEY WORKER		78	6.39	6.22	5.70 - 6.22	NA	NA NA
(869.567-010) SURVEYOR HELPER		5	6.03	5.00	5.00 - 7.56	NA	NA NA
(077.121-010) TECHNICIAN, DIETETIC		4	9.97	9.89	7.39 - 12.63	NA	NA NA
(003.161-014) TECHNICIAN, ELECTRONIC		7	17.42	16.01	16.01 - 17.51	13.65	5.71 - 22.00
(078.362-026) TECHNICIAN, X-RAY		13	9.30	8.09	6.73 - 11.65	6.91	6.00 - 9.40
(235.662-022) TELEPHONE OPERATOR		16	5.24	5.22	4.15 - 5.87	5.21	2.88 - 7.10
(211.362-018) TELLER		162	5.78	5.56	5.20 - 6.21	4.68	4.00 - 5.37
(211.132-010) TELLER, HEAD		11	7.46	6.92	6.27 - 7.66	NA	NA NA
(203.582-054) TERMINAL OPERATOR		9	7.24	6.92	6.70 - 7.79	NA	NA NA
(915.684-010) ■ TIRE REPAIRER		18	6.36	6.50	5.87 - 7.00	4.88	4.00 - 5.50

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(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	40	7.63	7.50	7.00 - 8.00	6.24	4.62 - 9.00
(906.683-022)	■ TRUCK DRIVER, LIGHT	22	8.68	9.50	7.20 - 9.85	6.17	4.50 - 9.00
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	68	8.17	8.32	7.75 - 9.00	6.87	3.09 - 10.00
(186.117-078)	VICE PRESIDENT, FINANCIAL INSTITUTION	5	15.59	15.00	13.87 - 17.59	NA	NA NA
(311.477-030)	■ WAITER/WAITRESS	149	4.29	3.90	3.80 - 4.73	3.96	3.80 - 5.00
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(810.384-014)	WELDER, ARC	3	10.90	9.50	9.00 - 14.20	NA	NA NA
(819.384-010)	WELDER, COMBINATION	13	12.23	10.89	9.25 - 16.12	8.53	5.00 - 12.58
(301.687-018)	YARD WORKER	13	5.64	5.50	4.62 - 6.75	4.27	3.80 - 4.50

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Region 10 Wage Information



REGION 10: Carter, Custer, Dawson, Fallon,
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REGION 10 INFORMATIONAL WAGE RATES BY OCCUPATION
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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010) ■ ACCOUNTANT		86	11.99	10.50	8.50 - 14.53	7.21	1.10 - 13.24
(216.482-010) ACCOUNTING CLERK		57	7.87	7.63	6.60 - 8.70	5.71	3.80 - 8.00
(169.167-010) ADMINISTRATIVE ASSISTANT		6	12.47	9.56	7.85 - 17.79	NA	NA NA
(185.167-047) ■ ASSISTANT RETAIL MANAGER		45	9.99	11.51	6.55 - 13.44	6.46	3.80 - 8.80
(807.381-010) AUTO BODY REPAIRER		10	7.29	7.25	5.93 - 9.12	NA	NA NA
(313.381-010) BAKER		16	5.63	4.67	4.25 - 6.00	4.36	3.80 - 4.79
(312.477-010) BAR ATTENDANT		4	3.93	3.92	3.85 - 4.00	NA	NA NA
(312.474-010) ■ BARTENDER		83	4.82	5.00	4.25 - 5.00	4.61	3.46 - 5.00
(214.382-014) BILLING CLERK		16	7.79	7.00	6.14 - 8.50	5.94	4.50 - 7.33
(210.382-014) ■ BOOKKEEPER, FULL-CHARGE; GENERAL		113	7.30	6.50	5.50 - 8.66	5.37	3.80 - 10.00
(913.463-010) ■ BUS DRIVER		166	5.92	5.50	5.50 - 5.50	NA	NA NA
(211.462-014) ■ CASHIER-CHECKER		294	7.47	8.25	5.00 - 9.51	4.31	3.75 - 5.80
(211.362-010) CASHIER, GENERAL		136	4.67	4.50	4.00 - 5.00	4.04	3.35 - 5.00
(241.217-010) ■ CLAIM ADJUSTER		19	17.70	15.33	14.97 - 18.07	NA	NA NA
(205.367-018) CLAIMS CLERK, LOSS-CLAIMS		5	18.86	20.65	10.48 - 26.34	11.07	5.00 - 17.75
(381.687-014) ■ CLEANER, COMMERCIAL OR INSTITUTIONAL		115	4.82	4.10	3.85 - 5.12	5.09	2.31 - 20.00
(203.362-010) CLERK-TYPIST		30	6.42	6.50	5.17 - 7.63	5.07	3.75 - 7.48
(209.562-010) CLERK, GENERAL		119	6.46	6.00	5.16 - 7.21	4.91	3.80 - 7.25
(213.362-010) ■ COMPUTER OPERATOR		29	7.51	8.00	5.96 - 8.50	5.80	3.80 - 8.07
(186.117-014) CONTROLLER		8	18.89	16.70	14.60 - 24.50	17.82	15.38 - 20.39
(315.361-010) ■ COOK, MESS		26	5.66	5.85	5.00 - 6.09	4.66	4.25 - 5.94
(160.167-018) COST ACCOUNTANT		26	14.68	13.85	12.60 - 17.15	9.26	5.22 - 12.00
(205.367-022) ■ CREDIT CLERK		8	7.52	7.91	5.52 - 8.48	NA	NA NA

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(239.367-010)	CUSTOMER-SERVICE REPRESENTATIVE	8	8.60	8.05	7.18 - 8.81	NA	NA NA
(299.477-010)	DELIVERER, MERCHANDISE	13	4.81	5.00	4.37 - 5.37	4.18	3.80 - 4.75
(079.371-010)	DENTAL ASSISTANT	11	5.93	5.50	5.35 - 6.50	NA	NA NA
(142.061-026)	DESIGNER, INDUSTRIAL	3	13.62	15.38	8.65 - 16.83	NA	NA NA
(184.117-010)	DIRECTOR, PUBLIC SERVICE	10	18.15	15.07	11.97 - 18.87	NA	NA NA
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	4	20.63	19.95	17.56 - 24.36	15.71	14.42 - 16.36
(007.167-014)	ENGINEER, PLANT	5	18.21	14.65	13.50 - 24.71	NA	NA NA
(189.117-034)	■ EXECUTIVE OFFICER	65	21.55	23.00	15.30 - 26.31	14.01	2.77 - 25.00
(185.137-011)	FAST FOOD ASSISTANT MANAGER	11	5.15	4.95	4.60 - 5.25	NA	NA NA
(311.472-010)	FAST-FOODS WORKER	139	3.93	3.80	3.80 - 4.00	3.81	3.35 - 4.00
(206.362-010)	FILE CLERK	11	5.13	4.88	4.50 - 6.08	4.51	4.00 - 5.00
(600.280-022)	GENERAL MACHINIST	8	9.00	9.75	7.00 - 10.37	6.75	6.00 - 8.00
(024.061-018)	GEOLOGIST	4	17.16	16.62	11.22 - 23.62	NA	NA NA
(921.683-026)	GRAIN ELEVATOR OPERATOR	17	6.55	7.00	5.00 - 7.43	NA	NA NA
(406.684-014)	■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	4	5.06	5.00	5.00 - 5.18	NA	NA NA
(353.161-010)	■ GUIDE, HUNTING AND FISHING	5	7.86	8.65	6.00 - 9.32	NA	NA NA
(332.271-018)	■ HAIR STYLIST	27	4.79	4.35	4.35 - 4.35	NA	NA NA
(238.362-010)	■ HOTEL (MOTEL) CLERK	44	4.07	3.80	3.80 - 4.18	3.74	3.35 - 3.90
(323.687-018)	HOUSECLEANER	10	3.90	3.80	3.80 - 3.88	3.65	3.35 - 3.80
(160.167-034)	INTERNAL AUDITOR	6	11.49	12.59	7.19 - 14.50	8.53	5.60 - 12.00
(222.387-026)	■ INVENTORY CLERK	6	6.93	4.72	3.80 - 12.04	4.80	3.85 - 6.15
(382.664-010)	■ JANITOR	147	4.60	4.25	4.00 - 4.95	4.68	1.73 - 9.00
(318.687-010)	■ KITCHEN HELPER	101	4.22	4.10	4.00 - 4.35	3.78	3.35 - 4.00

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(500.000-000)	■ LABORER, GENERAL	35	6.20	6.50	5.00 - 6.50	4.37	3.65 - 5.00
(361.684-014)	LAUNDRY WORKER	23	4.66	4.50	4.00 - 5.37	4.21	3.80 - 5.12
(110.107-010)	■ LAWYER	27	15.24	14.54	11.73 - 17.96	11.69	9.23 - 15.18
(201.362-010)	LEGAL SECRETARY	23	7.81	7.80	6.55 - 9.00	5.73	4.00 - 7.50
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	8	8.04	8.25	7.96 - 8.42	NA	NA NA
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	9	7.97	8.48	7.63 - 8.62	7.59	7.25 - 8.00
(821.361-026)	LINE REPAIRER	28	16.63	15.62	15.62 - 18.09	NA	NA NA
(186.267-018)	■ LOAN OFFICER	33	10.79	10.53	8.71 - 12.25	8.14	6.12 - 9.84
(209.587-026)	MAIL CLERK	15	7.24	6.50	5.19 - 11.27	5.53	4.00 - 9.00
(829.281-014)	■ MAINTENANCE ELECTRICIAN	8	15.73	14.54	13.56 - 16.87	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	11	8.59	7.50	7.00 - 10.00	7.17	5.00 - 10.47
(189.167-018)	MANAGEMENT TRAINEE	19	4.50	4.20	4.00 - 4.45	3.97	3.90 - 4.00
(163.167-010)	■ MANAGER, ADVERTISING	4	13.17	12.69	7.69 - 19.11	NA	NA NA
(168.167-054)	MANAGER, CREDIT AND COLLECTION	7	11.10	9.61	8.40 - 15.46	NA	NA NA
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	4	17.02	17.86	10.56 - 22.61	NA	NA NA
(166.167-030)	■ MANAGER, EMPLOYMENT	46	11.62	10.71	6.43 - 16.91	8.82	3.76 - 15.52
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	39	12.43	12.19	10.07 - 15.58	9.16	6.00 - 12.09
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	15	14.72	13.08	13.08 - 17.21	NA	NA NA
(186.167-034)	MANAGER, INSURANCE OFFICE	3	25.50	25.21	22.49 - 28.79	NA	NA NA
(320.137-014)	■ MANAGER, LODGING FACILITIES	9	5.32	3.80	3.55 - 8.32	NA	NA NA
(185.167-034)	■ MANAGER, MERCHANDISE	9	11.97	11.53	5.00 - 20.77	4.50	3.73 - 6.00
(169.167-034)	■ MANAGER, OFFICE	103	10.76	9.63	7.50 - 12.94	8.56	4.00 - 20.00
(183.117-014)	MANAGER, PLANT	4	17.00	15.49	11.74 - 23.76	NA	NA NA

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(185.167-046)	■ MANAGER, RETAIL STORE	102	10.27	9.23	7.50 - 13.18	7.18	2.37 - 14.42
(163.167-018)	■ MANAGER, SALES	13	8.27	8.65	4.40 - 9.25	5.45	3.66 - 6.92
(184.167-094)	MANAGER, TRAFFIC	7	9.52	9.65	7.50 - 10.98	NA	NA
(929.687-030)	● MATERIAL HANDLER	22	10.20	10.45	7.25 - 12.42	NA	NA
(316.684-018)	MEAT CUTTER	23	10.32	10.94	10.00 - 11.09	NA	NA
(920.587-017)	MEAT PACKAGER	21	7.74	8.87	5.62 - 8.89	NA	NA
(620.684-014)	■ MECHANIC HELPER, AUTOMOBILE	17	6.11	5.25	4.50 - 6.62	4.81	3.80 - 6.00
(620.261-010)	●■ MECHANIC, AUTOMOBILE	149	9.77	9.73	6.70 - 13.40	7.09	4.00 - 12.50
(625.281-010)	■ MECHANIC, DIESEL	98	12.05	12.62	10.80 - 13.75	7.57	5.00 - 12.57
(638.281-014)	■ MECHANIC, MAINTENANCE	21	10.28	10.00	7.67 - 13.25	6.50	5.00 - 9.00
(079.367-010)	MEDICAL ASSISTANT	6	7.64	5.81	4.37 - 9.68	NA	NA
(245.362-010)	MEDICAL RECORD CLERK	10	6.40	5.67	4.37 - 7.68	5.23	3.80 - 8.61
(201.362-014)	MEDICAL SECRETARY	8	5.60	5.40	4.38 - 6.80	4.63	3.80 - 6.10
(201.362-018)	■ MEMBERSHIP SECRETARY	12	5.07	4.50	4.50 - 5.00	NA	NA
(239.567-010)	MESSENGER	15	5.48	5.45	4.50 - 6.50	5.05	4.00 - 7.10
(209.567-010)	METER READER	18	9.62	9.78	8.16 - 10.30	NA	NA
(249.382-010)	■ MORTGAGE CLERK	25	6.67	6.39	5.54 - 7.18	5.07	4.93 - 5.40
(249.167-014)	■ MOTOR VEHICLE DISPATCHER	6	10.52	11.52	7.89 - 12.62	8.26	5.78 - 11.00
(205.362-026)	NEW-ACCOUNTS CLERK	12	6.62	6.52	5.84 - 7.49	5.46	5.00 - 6.25
(355.674-014)	NURSE AIDE/ORDERLY	84	5.14	5.00	4.55 - 5.70	5.13	4.25 - 7.10
(075.127-022)	NURSE, SUPERVISOR	14	16.95	18.23	12.07 - 20.65	NA	NA
(170.170-000)	ONE-PERSON OFFICE WORKER	12	5.74	5.45	4.53 - 6.86	4.73	4.00 - 6.00
(186.167-050)	OPERATIONS OFFICER	7	16.03	16.92	12.01 - 18.99	NA	NA

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(249.367-054)	ORDER CLERK	7	6.82	5.55	5.00 - 6.92	NA	NA NA
(119.267-026)	PARALEGAL ASSISTANT	6	8.20	8.00	7.05 - 9.52	NA	NA NA
(215.482-010)	PAYROLL CLERK	18	8.37	7.86	7.20 - 9.25	6.62	5.00 - 8.65
(074.161-010)	PHARMACIST	13	19.15	20.00	17.63 - 20.25	15.82	14.18 - 16.82
(074.387-010)	PHARMACY HELPER	6	5.94	5.87	5.00 - 6.86	NA	NA NA
(355.354-010)	PHYSICAL THERAPY AIDE	4	5.53	5.05	4.76 - 6.76	5.11	4.70 - 5.85
(165.067-010)	PUBLIC RELATI0NS REPRESENTATIVE	5	14.57	14.39	12.67 - 16.56	NA	NA NA
(162.157-038)	PURCHASING AGENT	38	10.71	10.25	7.98 - 12.62	8.55	4.00 - 12.35
(237.367-038)	RECEPTIONIST	47	6.63	6.14	5.20 - 7.82	5.04	3.80 - 7.46
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	54	11.93	12.10	12.09 - 12.10	NA	NA NA
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	17	11.02	11.56	10.50 - 11.65	10.30	10.00 - 10.89
(313.131-014)	■ RESTAURANT CHEF	49	5.26	5.00	4.70 - 5.97	4.53	3.80 - 6.00
(292.353-010)	■ ROUTE DRIVER	151	7.04	3.90	3.85 - 8.60	4.70	3.85 - 6.00
(250.257-010)	■ SALES AGENT, INSURANCE	9	10.00	7.93	7.00 - 13.62	NA	NA NA
(290.477-014)	■ SALES CLERK	12	2.71	3.92	0.00 - 4.07	NA	NA NA
(290.477-018)	SALES CLERK, FOOD	31	5.05	4.25	4.00 - 6.75	NA	NA NA
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL HOSE	198	11.48	11.54	6.63 - 13.58	9.19	4.50 - 19.66
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	272	6.23	5.00	4.21 - 7.25	4.83	3.80 - 8.65
(279.357-062)	SALESPERSON, PARTS	7	6.54	6.00	5.50 - 8.08	8.17	5.00 - 14.50
(201.362-030)	SECRETARY	150	7.63	7.45	5.53 - 9.00	5.12	3.60 - 10.00
(372.667-034)●	SECURITY GUARD	57	5.46	5.15	5.00 - 5.29	NA	NA NA
(959.574-010)	SERVICE REPRESENTATIVE	17	17.05	15.29	15.29 - 15.85	NA	NA NA
(915.467-010)	SERVICE STATION ATTENDANT	23	5.03	5.00	5.00 - 5.00	4.81	4.25 - 5.50

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(222.387-050)	SHIPPING AND RECEIVING CLERK	33	6.89	6.75	5.77 - 8.45	4.82	3.80 -	6.00
(313.361-022)	■ SHORT-ORDER COOK	25	4.69	4.75	3.97 - 5.25	4.05	3.68 -	5.00
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	30	11.13	11.63	9.00 - 12.74	8.54	5.00 -	12.13
(202.362-014)	STENOGRAPHER	10	10.19	11.91	8.17 - 11.96	NA	NA	NA
(222.387-058)	■ STOCK CLERK	47	6.47	5.00	3.80 - 9.50	5.72	4.00 -	9.90
(922.687-058)	STORES LABORER	34	8.59	7.47	6.16 - 10.67	6.20	4.00 -	9.50
(205.367-054)	■ SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA	NA
(003.161-014)	TECHNICIAN, ELECTRONIC	4	14.35	15.62	10.39 - 17.03	NA	NA	NA
(235.662-022)	TELEPHONE OPERATOR	12	5.85	5.84	5.27 - 6.47	5.65	4.00 -	7.10
(211.362-018)	TELLER	126	5.81	5.64	5.21 - 6.18	4.87	4.00 -	5.50
(915.684-010)	■ TIRE REPAIRER	25	7.31	8.00	6.50 - 8.00	NA	NA	NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA	NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	54	7.41	7.12	6.25 - 8.00	6.12	4.62 -	9.00
(906.683-022)	■ TRUCK DRIVER, LIGHT	20	8.56	9.50	7.18 - 9.75	6.34	5.00 -	9.00
(903.683-018)	TRUCK DRIVER, TANK	5	6.22	7.00	3.12 - 8.93	NA	NA	NA
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	29	7.67	8.45	5.87 - 10.00	6.02	3.09 -	10.00
(311.477-030)	■ WAITER/WAITRESS	110	4.11	3.80	3.80 - 4.25	3.74	3.35 -	4.00
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA	NA
(819.384-010)	WELDER, COMBINATION	25	9.27	7.50	6.00 - 13.11	NA	NA	NA
(811.684-014)	WELDER, GAS	12	14.58	15.14	14.30 - 15.14	NA	NA	NA
(301.687-018)	YARD WORKER	16	5.55	5.00	4.50 - 6.50	NA	NA	NA

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Statewide Fringe Benefit Information



COMPANY BENEFITS/BONUSES:

	NO. OF FIRMS RESPONDING									
	FULL-TIME EMPLOYEES					PART-TIME EMPLOYEES				
	YES	PER-CENT	NO	PER-CENT	TOTAL	YES	PER-CENT	NO	PER-CENT	TOTAL
PAID HOLIDAYS?.....	3994	66.6	2003	33.4	5997	949	40.6	1391	59.4	2340
PAID SICK LEAVE?.....	3127	48.9	3269	51.1	6396	757	15.5	4131	84.5	4888
PAID MATERNITY LEAVE?.....	663	11.4	5177	88.6	5840	181	3.9	4452	96.1	4633
CREDIT UNION?.....	357	6.0	5610	94.0	5967	209	4.5	4421	95.5	4630
SHIFT PREMIUM?.....	335	5.7	5556	94.3	5891	206	4.5	4403	95.5	4609
SUGGESTION SYSTEM?.....	1423	24.1	4478	75.9	5901	955	20.7	3652	79.3	4607
PROFIT SHARING?.....	1228	20.4	4799	79.6	6027	365	7.8	4291	92.2	4656
CHRISTMAS BONUS?.....	3481	54.7	2885	45.3	6366	1995	41.0	2866	59.0	4861
EDUCATION REIMBURSEMENT?.....	1898	31.4	4146	68.6	6044	786	16.8	3889	83.2	4675
EMPLOYEE DISCOUNT?.....	2856	46.5	3284	53.5	6140	1995	41.7	2793	58.3	4788
COMMISSION ON SALES?.....	990	16.7	4924	83.3	5914	372	8.1	4229	91.9	4601
STOCK PURCHASE PLAN?.....	217	3.7	5643	96.3	5860	71	1.5	4524	98.5	4595
FLEXTIME?.....	1391	23.5	4535	76.5	5926	985	21.1	3673	78.9	4658
TRANSPORTATION ASSISTANCE? (BUS AND/OR PARKING).....	730	12.3	5225	87.7	5955	377	8.1	4268	91.9	4645
CHILD-CARE ASSISTANCE?.....	171	2.9	5710	97.1	5881	106	2.3	4518	97.7	4624

NUMBER OF WEEKS PAID VACATION:

	YEARS OF SERVICE REQUIRED												
	1/2	1	2	3	4	5	6-9	10	11-14	15	20	OVER20	
1	562	2929	143	38	15	33	9	5	1	4		4	
2	77	1603	1699	487	106	245	66	51	8	3	3	8	
W	3	29	112	78	213	101	785	420	521	66	66	13	15
E	4	5	21	13	21	50	53	80	327	101	276	149	44
S	5		2	5	4	3	21	10	27	24	69	95	85
6	1	4	5	5			1	18	8	3	14	41	68
OVER 6		1						1		1			2

(PLEASE NOTE: THE NUMBER IN EACH CELL REPRESENTS THE NUMBER OF FIRMS RESPONDING.)

HOW MANY DAYS OF PAID HOLIDAYS PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN FOUR.....	135	89
FOUR.....	128	45
FIVE.....	293	73
SIX.....	823	191
SEVEN.....	448	98
EIGHT.....	355	70
NINE.....	181	38
TEN.....	575	118
ELEVEN	318	79
TWELVE OR MORE.....	143	25
<hr/>		
TOTAL NO. OF FIRMS RESPONDING	3399	826
WEIGHTED AVERAGE (NO. OF DAYS PER YEAR)...	7.7	7.1
MEDIAN (NO. OF DAYS PER YEAR)...	7.0	7.0

HOW MANY DAYS OF SICK LEAVE PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN FOUR.....	148	66
4 TO 5.....	493	88
6 TO 7.....	425	77
8 TO 9.....	48	18
10 TO 11.....	306	37
12 TO 13.....	370	60
14 TO 15.....	54	5
16 OR OVER.....	79	16
<hr/>		
TOTAL NO. OF FIRMS RESPONDING	1923	367
WEIGHTED AVERAGE (NO. OF DAYS PER YEAR)...	8.4	7.6
MEDIAN (NO. OF DAYS PER YEAR)...	6.0	6.0

HOW MANY DAYS OF MATERNITY LEAVE PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN 11.....	52	9
11 TO 19.....	30	7
20 TO 29.....	19	5
30 TO 39.....	62	10
40 TO 49.....	14	2
50 TO 59.....	0	0
60 AND OVER.....	28	3
<hr/>		
TOTAL NO. OF FIRMS RESPONDING	205	36

TOTAL COST OF COMPANY'S FRINGE BENEFIT PACKAGE(S) IS EQUAL TO WHAT PERCENT OF STRAIGHT TIME HOURLY WAGE DOLLAR:

PERCENT	FIRMS RESPONDING	
	NUMBER	PERCENT
0 TO 9.9.....	541	19.9
10.0 TO 19.9.....	982	36.1
20.0 TO 29.9.....	688	25.3
30.0 TO 39.9.....	334	12.3
40.0 AND MORE.....	173	6.4
TOTAL NO. OF FIRMS RESPONDING....	2718	100.0

WEIGHTED AVERAGE (OF THE PERCENTS OF STRAIGHT TIME HOURLY WAGE DOLLAR).... 18.8%
 MEDIAN (OF THE PERCENTS OF STRAIGHT TIME HOURLY WAGE DOLLAR).... 17.0%

UNION INFORMATION:

	NO. OF FIRMS RESPONDING			
	YES	PERCENT	NO	PERCENT
UNION AFFILIATION?.....	242	3.1	7581	96.9
WAGE RE-OPENING CLAUSE?.....	113	1.8	6085	98.2
COST-OF-LIVING CLAUSE?.....	74	1.2	6124	98.8
				6198

WHO PAYS THE COST OF COMPANY BENEFIT PROGRAMS?

	EMPLOYER PAID		EMPLOYEE PAID		SHARED COST	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
DENTAL INSURANCE....	734	117	473	335	462	143
EYE GLASSES.....	305	67	485	344	198	65
GROUP LIFE INSURANCE.....	1332	204	426	331	455	148
HOSPITALIZATION INSURANCE.....	1620	202	365	331	980	305
LONG-TERM DISABILITY INSURANCE.....	703	125	438	317	260	60
MAJOR MEDICAL INSURANCE.....	1603	209	367	325	1002	296
PENSION PLAN.....	1007	257	368	281	340	107
PRESCRIPTIONS.....	650	85	415	326	625	193
SHORT-TERM DISABILITY INSURANCE.....	564	114	399	301	192	46
SURGICAL BENEFITS...	928	129	330	299	687	207

(PLEASE NOTE: SOME FIRMS RESPONDED
TO MORE THAN ONE CATEGORY)

BASIS FOR WAGE AND SALARY INCREASES:

	FIRMS RESPONDING
	NUMBER PERCENT
MERIT REVIEW.....	1130 15.8
LENGTH OF SERVICE.....	607 8.5
COST-OF-LIVING.....	270 3.8
COMBINATION OF ABOVE.....	5152 72.0
TOTAL NO. OF FIRMS RESPONDING....	7159 100.0

FREQUENCY OF WAGE AND SALARY ADJUSTMENT:

	FIRMS RESPONDING
	NUMBER PERCENT
6 MONTHS.....	715 9.6
ANNUALLY.....	3604 48.6
OTHER.....	3100 41.8
TOTAL NO. OF FIRMS RESPONDING....	7419 100.0

(PLEASE NOTE: SOME FIRMS RESPONDED
TO MORE THAN ONE CATEGORY)

BASIC WORK WEEK FOR FULL-TIME EMPLOYEES:

HOURS	FIRMS RESPONDING	
	NUMBER	PERCENT
UP TO AND INCLUDING 35.....	1248	17.4
OVER 35 BUT LESS THAN 37.5.....	386	5.4
37.5.....	197	2.7
OVER 37.5 BUT LESS THAN 40.....	441	6.1
40.....	4107	57.3
OVER 40.....	792	11.0
TOTAL NO. OF FIRMS RESPONDING....	7171	100.0

(PLEASE NOTE: SOME FIRMS RESPONDED
TO MORE THAN ONE CATEGORY)

Appendix

- Wage Conversion Table
- Sample Wage Survey Form
- Sample Fringe Benefit Survey Form

WAGE TABLE

Wage Conversion Table

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
3.00	120.00	520.00	6240.00	9.00	360.00	1560.00	18720.00
3.10	124.00	537.30	6448.00	9.10	364.00	1577.30	18928.00
3.20	128.00	554.70	6656.00	9.20	368.00	1594.70	19136.00
3.30	132.00	572.00	6864.00	9.30	372.00	1612.00	19344.00
3.40	136.00	589.30	7072.00	9.40	376.00	1629.30	19552.00
3.50	140.00	606.70	7280.00	9.50	380.00	1646.70	19760.00
3.60	144.00	624.00	7488.00	9.60	384.00	1664.00	19968.00
3.70	148.00	641.30	7696.00	9.70	388.00	1681.30	20176.00
3.80	152.00	658.70	7904.00	9.80	392.00	1698.70	20384.00
3.90	156.00	676.00	8112.00	9.90	396.00	1716.00	20592.00
4.00	160.00	693.30	8320.00	10.00	400.00	1733.30	20800.00
4.10	164.00	710.70	8528.00	10.10	404.00	1750.70	21008.00
4.20	168.00	728.00	8736.00	10.20	408.00	1768.00	21216.00
4.30	172.00	745.30	8944.00	10.30	412.00	1785.30	21424.00
4.40	176.00	762.70	9152.00	10.40	416.00	1802.70	21632.00
4.50	180.00	780.00	9360.00	10.50	420.00	1820.00	21840.00
4.60	184.00	797.30	9568.00	10.60	424.00	1837.30	22048.00
4.70	188.00	814.70	9776.00	10.70	428.00	1854.70	22256.00
4.80	192.00	832.00	9984.00	10.80	432.00	1872.00	22464.00
4.90	196.00	849.30	10192.00	10.90	436.00	1889.30	22672.00
5.00	200.00	866.70	10400.00	11.00	440.00	1906.70	22880.00
5.10	204.00	884.00	10608.00	11.10	444.00	1924.00	23088.00
5.20	208.00	901.30	10816.00	11.20	448.00	1941.30	23296.00
5.30	212.00	918.70	11024.00	11.30	452.00	1958.70	23504.00
5.40	216.00	936.00	11232.00	11.40	456.00	1976.00	23712.00
5.50	220.00	953.30	11440.00	11.50	460.00	1993.30	23920.00
5.60	224.00	970.70	11648.00	11.60	464.00	2010.70	24128.00
5.70	228.00	988.00	11856.00	11.70	468.00	2028.00	24336.00
5.80	232.00	1005.30	12064.00	11.80	472.00	2045.30	24544.00
5.90	236.00	1022.70	12272.00	11.90	476.00	2062.70	24752.00
6.00	240.00	1040.00	12480.00	12.00	480.00	2080.00	24960.00
6.10	244.00	1057.30	12688.00	12.10	484.00	2097.30	25168.00
6.20	248.00	1074.70	12896.00	12.20	488.00	2114.70	25376.00
6.30	252.00	1092.00	13104.00	12.30	492.00	2132.00	25584.00
6.40	256.00	1109.30	13312.00	12.40	496.00	2149.30	25792.00
6.50	260.00	1126.70	13520.00	12.50	500.00	2166.70	26000.00
6.60	264.00	1144.00	13728.00	12.60	504.00	2184.00	26208.00
6.70	268.00	1161.30	13936.00	12.70	508.00	2201.30	26416.00
6.80	272.00	1178.70	14144.00	12.80	512.00	2218.70	26624.00
6.90	276.00	1196.00	14352.00	12.90	516.00	2236.00	26832.00
7.00	280.00	1213.30	14560.00	13.00	520.00	2253.30	27040.00
7.10	284.00	1230.70	14768.00	13.10	524.00	2270.70	27248.00
7.20	288.00	1248.00	14976.00	13.20	528.00	2288.00	27456.00
7.30	292.00	1265.30	15184.00	13.30	532.00	2305.30	27664.00
7.40	296.00	1282.70	15392.00	13.40	536.00	2322.70	27872.00
7.50	300.00	1300.00	15600.00	13.50	540.00	2340.00	28080.00
7.60	304.00	1317.30	15808.00	13.60	544.00	2357.30	28288.00
7.70	308.00	1334.70	16016.00	13.70	548.00	2374.70	28496.00
7.80	312.00	1352.00	16224.00	13.80	552.00	2392.00	28664.00
7.90	316.00	1369.30	16432.00	13.90	556.00	2409.30	28812.00
8.00	320.00	1386.70	16640.00	14.00	560.00	2426.70	29012.00
8.10	324.00	1404.00	16848.00	14.10	564.00	2444.00	29238.00
8.20	328.00	1421.30	17056.00	14.20	568.00	2461.30	29536.00
8.30	332.00	1438.70	17264.00	14.30	572.00	2478.70	29744.00
8.40	336.00	1456.00	17472.00	14.40	576.00	24952.00	
8.50	340.00	1473.30	17680.00	14.50	580.00	2513.30	30160.00
8.60	344.00	1490.70	17888.00	14.60	584.00	2530.70	30368.00
8.70	348.00	1508.00	18096.00	14.70	588.00	2548.00	30576.00
8.80	352.00	1525.30	18304.00	14.80	592.00	2565.30	30784.00
8.90	356.00	1542.70	18512.00	14.90	596.00	2582.70	30992.00

WAGE TABLE

Wage Conversion Table

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
15.00	600.00	2600.00	31200.00	21.00	840.00	3640.00	43680.00
15.10	604.00	2617.30	31408.00	21.10	844.00	3657.30	43888.00
15.20	608.00	2634.70	31616.00	21.20	848.00	3674.70	44096.00
15.30	612.00	2652.00	31824.00	21.30	852.00	3692.00	44204.00
15.40	616.00	2669.30	32032.00	21.40	856.00	3709.30	44512.00
15.50	620.00	2686.70	32240.00	21.50	860.00	3726.70	44720.00
15.60	624.00	2704.00	32448.00	21.60	864.00	3744.00	44928.00
15.70	628.00	2721.30	32656.00	21.70	868.00	3761.30	45136.00
15.80	632.00	2738.70	32864.00	21.80	872.00	3778.70	45344.00
15.90	636.00	2756.00	33072.00	21.90	876.00	3796.00	45552.00
16.00	640.00	2773.30	33280.00	22.00	880.00	3813.30	45760.00
16.10	644.00	2790.70	33488.00	22.10	884.00	3830.70	45968.00
16.20	648.00	2808.00	33696.00	22.20	888.00	3848.00	46176.00
16.30	652.00	2825.30	33904.00	22.30	892.00	3865.30	46384.00
16.40	656.00	2842.70	34112.00	22.40	896.00	3882.70	46592.00
16.50	660.00	2860.00	34320.00	22.50	900.00	3900.00	46800.00
16.60	664.00	2877.30	34528.00	22.60	904.00	3917.30	47008.00
16.70	668.00	2894.70	34736.00	22.70	908.00	3934.70	47216.00
16.80	672.00	2912.00	34944.00	22.80	912.00	3952.00	47424.00
16.90	676.00	2929.30	35152.00	22.90	916.00	3969.30	47632.00
17.00	680.00	2946.70	35360.00	23.00	920.00	3986.70	47840.00
17.10	684.00	2964.00	35568.00	23.10	924.00	4004.00	48048.00
17.20	688.00	2981.30	35776.00	23.20	928.00	4021.30	48256.00
17.30	692.00	2998.70	35984.00	23.30	932.00	4038.70	48464.00
17.40	696.00	3016.00	36192.00	23.40	936.00	4056.00	48672.00
17.50	700.00	3033.30	36400.00	23.50	940.00	4073.30	48880.00
17.60	704.00	3050.70	36608.00	23.60	944.00	4090.70	49088.00
17.70	708.00	3068.00	36816.00	23.70	948.00	4108.00	49296.00
17.80	712.00	3085.30	37024.00	23.80	952.00	4125.30	49504.00
17.90	716.00	3102.70	37232.00	23.90	956.00	4142.70	49712.00
18.00	720.00	3120.00	37440.00	24.00	960.00	4160.00	49920.00
18.10	724.00	3137.30	37648.00	24.10	964.00	4177.30	50128.00
18.20	728.00	3154.70	37856.00	24.20	968.00	4194.70	50336.00
18.30	732.00	3172.00	38064.00	24.30	972.00	4212.00	50544.00
18.40	736.00	3189.30	38272.00	24.40	976.00	4229.30	50752.00
18.50	740.00	3206.70	38480.00	24.50	980.00	4246.70	50960.00
18.60	744.00	3224.00	38688.00	24.60	984.00	4264.00	51168.00
18.70	748.00	3241.30	38896.00	24.70	988.00	4281.30	51376.00
18.80	752.00	3258.70	39104.00	24.80	992.00	4298.70	51584.00
18.90	756.00	3276.00	39312.00	24.90	996.00	4316.00	51792.00
19.00	760.00	3293.30	39520.00	25.00	1000.00	4333.30	52000.00
19.10	764.00	3310.70	39728.00	25.10	1004.00	4350.70	52208.00
19.20	768.00	3328.00	39936.00	25.20	1008.00	4368.00	52416.00
19.30	772.00	3345.30	40144.00	25.30	1012.00	4385.30	52624.00
19.40	776.00	3362.70	40352.00	25.40	1016.00	4402.70	52832.00
19.50	780.00	3380.00	40560.00	25.50	1020.00	4420.00	53040.00
19.60	784.00	3397.30	40768.00	25.60	1024.00	4437.30	53248.00
19.70	788.00	3414.70	40976.00	25.70	1028.00	4454.70	53456.00
19.80	792.00	3432.00	41184.00	25.80	1032.00	4472.00	53664.00
19.90	796.00	3449.30	41392.00	25.90	1036.00	4489.30	53872.00
20.00	800.00	3466.70	41600.00	26.00	1040.00	4506.70	54080.00
20.10	804.00	3484.00	41808.00	26.10	1044.00	4524.00	54288.00
20.20	808.00	3501.30	42016.00	26.20	1048.00	4541.30	54496.00
20.30	812.00	3518.70	42224.00	26.30	1052.00	4558.70	54704.00
20.40	816.00	3536.00	42432.00	26.40	1056.00	4576.00	54912.00
20.50	820.00	3553.30	42640.00	26.50	1060.00	4593.30	55120.00
20.60	824.00	3570.70	42848.00	26.60	1064.00	4610.70	55328.00
20.70	828.00	3588.00	43056.00	26.70	1068.00	4628.00	55536.00
20.80	832.00	3605.30	43264.00	26.80	1072.00	4645.30	55744.00
20.90	836.00	3622.70	43472.00	26.90	1076.00	4662.70	55952.00

Sample Wage Survey Form

<p><u>Inventory Clerk-222.387-026</u>--Compiles records concerning the amount, kind, & value of merchandise, material, or stock on hand in an establishment. Prepares reports of inventory balance, prices & shortages.</p>						
Entry Level Wage						
Rates Are:	Hours in Normal Work Week	Wage Rates Paid	Hours in Normal Work Week	Wage Rates Paid	Hours in Normal Work Week	Wage Rates Paid
— Hourly						
— Other (specify)						
Entry Level Wage						

<p><u>Stock Clerk-222.387-058</u>--Receives, stores & issues equipment, material, supplies, merchandise, foodstuffs or tools & compiles stock records in stockroom, warehouse, etc. Maintains perpetual inventory records. Prepares purchase requisitions in accordance with instructions & maintains reports, etc.</p>						
Entry Level Wage						
Rates Are:	Hours in Normal Work Week	Wage Rates Paid	Hours in Normal Work Week	Wage Rates Paid	Hours in Normal Work Week	Wage Rates Paid
— Hourly						
— Other (specify)						
Entry Level Wage						

<p><u>Production Clerk-221.382-018</u>--Expedites flow of work within or between departments of manufacturing plant according to production schedule. Reviews production schedule and work orders and reschedules identical processes to eliminate duplicating machine setups.</p>						
Entry Level Wage						
Rates Are:	Hours in Normal Work Week	Wage Rates Paid	Hours in Normal Work Week	Wage Rates Paid	Hours in Normal Work Week	Wage Rates Paid
— Hourly						
— Other (specify)						
Entry Level Wage						

<p><u>Shipping & Receiving Clerk-222.387-050</u>--Receives, unpacks & examines incoming goods & verifies completeness of shipments against bills of lading or other records. Packs & ships outgoing merchandise & keeps records of shipments.</p>						
Entry Level Wage						
Rates Are:	Hours in Normal Work Week	Wage Rates Paid	Hours in Normal Work Week	Wage Rates Paid	Hours in Normal Work Week	Wage Rates Paid
— Hourly						
— Other (specify)						
Entry Level Wage						

<p><u>Order Clerk-249.367-054</u>--Processes orders for material or merchandise received by mail, telephone or personally from customer or company employee.</p>						
Entry Level Wage						
Rates Are:	Hours in Normal Work Week	Wage Rates Paid	Hours in Normal Work Week	Wage Rates Paid	Hours in Normal Work Week	Wage Rates Paid
— Hourly						
— Other (specify)						
Entry Level Wage						

Fringe Benefits Survey Form

Company Benefits/Bonuses		Full-Time Employees	Part-Time Employees
		How Many Years, No.	How Many Days Per Year?
Paid Holidays? (For Example: During 1990, State employees will have 11 days, and Federal employees will have 10 days of paid holidays.)			
Paid Sick Leave?			
Paid Maternity Leave?			
Credit Union?			
Shift Premium?			
Suggestion System?			
Profit Sharing?			
Christmas Bonus?			
Educational Reimbursement?			
Employee Discounts?			
Commission on Sales?			
Stock Purchase Plan?			
Flextime?			
Transportation Assistance? (Bus and/or Parking)			
Child-Care Assistance?			

Basic work week for full-time employees (in hours):

- Up to and including 35 hours Over 37 ½ hours, but less than 40 hours
 Over 35, but less than 37 ½ hours 40 hours
 37 ½ hours Over 40 hours

Which of the following are used by your firm as a basis for wage and salary increases?

- Merit Review Length of Service Cost of Living Combination of these
 Annualy Other
 6 Months

Frequency of Wage and Salary Adjustments:

- Yes No
 Yes No
 Yes No

Does your company have a union affiliation?

Does your labor contract include a wage re-opening clause?

Does your labor contract include a cost-of-living clause?

Paid Vacation (Check only one box per line.)

Vacation Earned 1 Week	1/2 Year	1 Year	2 Years	3 Years	4 Years	5 Years	6-9 Years	10 Years	11-14 Years	15 Years	20 Years	Over 20 Years
1 Weeks												
2 Weeks												
3 Weeks												
4 Weeks												
5 Weeks												
6 Weeks												

Company Benefit Program*. The total cost of your company's fringe benefit package is equal to what percent of your straight time hour wage dollar? _____%
 *Please include Workers' Compensation, Unemployment Insurance tax, FICA (Social Security tax), and other costs for benefits your company provides, exclusive State and Federal income tax, and FUTA tax.

If benefits are offered within your company, who pays the cost?	Company & Employee		Company Share Cost		Employee Share Cost	
	Paid by Company	Paid by Employee	in Full	Part-Time	Full-Time	Part-Time
	Employees	Employees	Employees	Employees	Employees	Employees
Dental Insurance						
Eye Glasses						
Group Life Insurance						
Hospitalization Insurance						
Long-Term Disability Insurance						
Major Medical Insurance						
Pension Plan						
Prescriptions						
Short-Term Disability Insurance						
Surgical Benefits						



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